

# THE LABOUR GAZETTE

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## IN THIS ISSUE:

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Industrial Pension  
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16th Annual CIO  
Convention

12th Federal-Provincial  
Farm Labour Conference

Arbitrator's Award in  
Railway Dispute

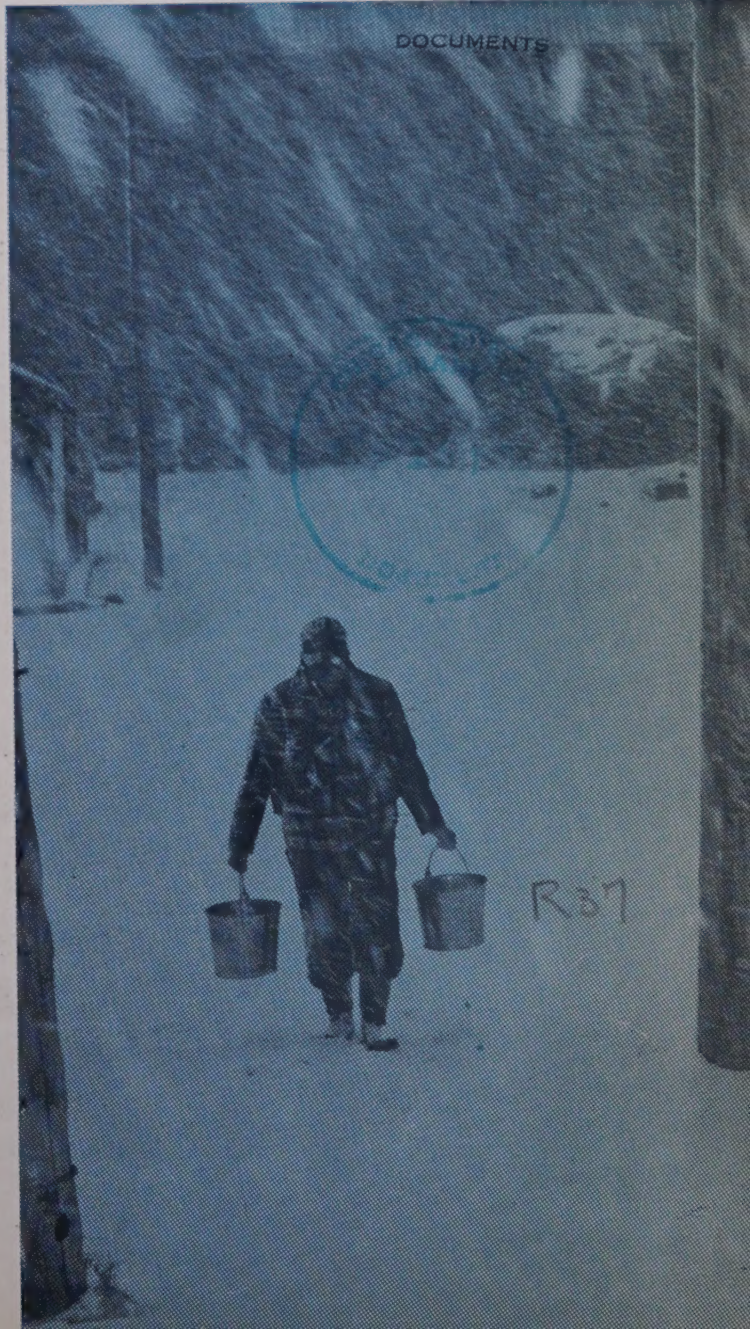
Apprenticeship Clauses in  
Collective Agreements  
in Printing Industry



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## manpower and labour relations

### REVIEW

Economics and Research Branch, Department of Labour, Canada

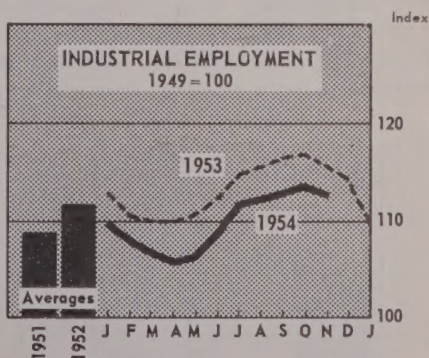
#### Current Manpower Situation

**T**HE usual decrease in employment occurred during December but at a much slower rate than last winter, with the result that more people held jobs than a year earlier in both agricultural and non-agricultural activities. The civilian labour force showed a correspondingly large increase, so that unemployment continued above the comparable 1953 levels. The rate of hiring in some of the heavy manufacturing industries showed a continued upward trend. The strike of automobile workers caused some new lay-offs and prolonged others in related industries.

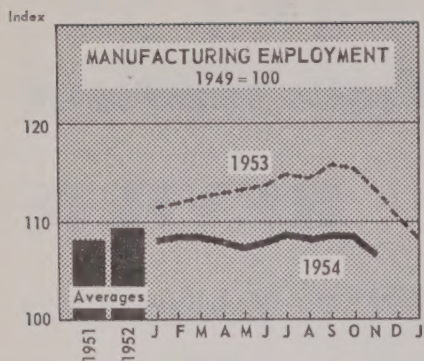
Employment conditions in most parts of the country were dominated by seasonal influences during December. In the early part of the month, workers were still being released in agriculture and by the week of December 11 the number of agricultural job holders was 130,000 below the October peak. In the last half of the month, construction employment declined sharply because of the weather and retail trade passed its peak.

Smaller seasonal reductions took place in transportation, food and beverages, wood products and clothing. The result was that at January 1, 1955, of 109 areas surveyed monthly, 34 were in the category of substantial labour surplus compared with nine at December 1, 1954 and 36 at January 1, 1954.

In the week ending December 11, 1954, a total of 5,167,000 persons held jobs, 36,000 fewer than in November. It is notable







that all of the employment decline occurred in agriculture while there was actually a slight gain in non-agricultural activities. The significance of this becomes clearer when comparisons are made with earlier years. In 1953 the number of persons with non-agricultural jobs dropped during the same period by more than 50,000 and in 1952 by almost 15,000.

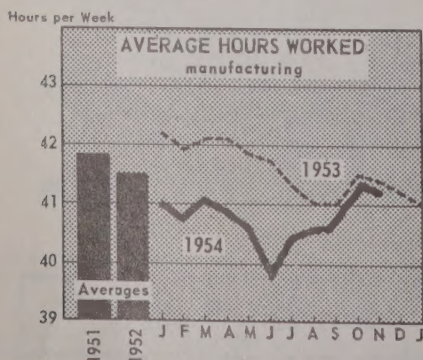
Reports from many parts of the country suggest that the sustained level of non-agricultural

employment was attributable, in part at least, to a heavy volume of housing construction. This is supported by preliminary figures showing that the number of residential units begun in the larger centres during December was substantially higher than in December 1953. The total number of units begun during the first 11 months of 1954 was nine per cent greater than in 1953 and the number under construction at the end of November was eight per cent greater.

Employment in manufacturing continued below year-earlier levels, although the difference was smaller than last fall if allowances are made for the direct and indirect effects of the Ford strike. Hiring activity has strengthened recently in many of the industries that experienced sharp production and employment declines earlier in the year. The most striking recovery took place in motor vehicle parts firms, which showed an employment gain of about 15 per cent in the period September-November, despite the retarding effect of the Ford strike. Employment has also shown steady gains in the textile industry.

Weekly hours continued the upward trend that began last summer. At the beginning of November, the average work week in mining showed a gain of one-half hour from the previous month. In manufacturing the work week was 41.2 hours, down seasonally from October but up 1.4 hours from the 1954 low point. Earnings also resumed an upward trend in recent months after dropping more than usual during the summer. Average hourly earnings dropped from 142.2 cents in June to 139.5 cents

in October but rose again to 140.4 in November. The figure in November 1953 was 137.4 cents.



The latest estimates indicate that employment in Canada was once again higher than a year earlier but that this increase was exceeded by the growth in labour force. Consequently, unemployment continued above the 1953 level, although the margin was smaller than in earlier months. The higher level of unemployment in 1954 was accompanied by an increase in the



duration of unemployment, as indicated in the accompanying table, which shows the percentage distribution of persons without jobs according to the length of time they have been seeking work. The significant feature of the table is that the proportion of those seeking work for more than three months was, on the average, 28 per cent in the last half of 1954, compared with 18 per cent in 1953.

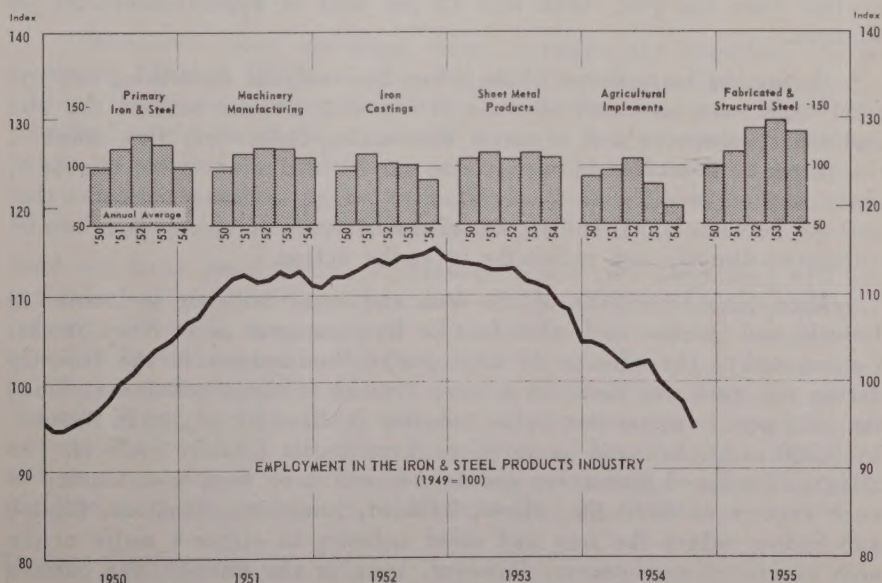
#### Length of Time Seeking Work

Duration (months)	July-December 1954 per cent	Average 1953 per cent
Less than 1	36	45
1-3	36	37
More than 3	28	18
	<u>100</u>	<u>100</u>

### Iron and Steel Products Industry

During the past five years, levels of activity in the iron and steel products industry have shown wide variations. A rising trend that began early in 1950 continued through 1951 and 1952 and was followed by a fairly steady decline in 1953 and 1954. The resulting movement in employment (see accompanying chart) has been of the amplitude of about 20 per cent.

The major factor initiating the rising trend during the summer of 1950 was the beginning of the defence preparedness program after the outbreak of war in Korea. Substantially increased government expenditures for the procurement of military equipment and supplies placed greatly increased demands upon all sectors of the iron and steel industry. Demands for military hard goods meant increased requirements of primary iron and steel shapes and fabrication. Production for defence, together with sustained civilian demand, necessitated wide-spread conversion and expansion of plant capacity, which in turn required substantial order



Distribution of employment among major sectors: machinery manufacturing, 21%; primary iron and steel, 19%; iron castings, 11%; sheet metal products, 11%; agricultural implements, 6%; fabricated and structural steel, 5%.



placements for structural forms and new machinery and equipment. Simultaneously with the increase in defence manufacturing, and related to its material requirements, capital expenditure directed towards resource development expanded markedly. The aluminium development at Kitimat and iron ore development in Labrador were two of the major projects. These, together with sizeable developments in most other resource fields, including hydro-electric power, had a broad stimulating affect upon all sectors of the iron and steel industry.

The peak of the upward production and employment trend in most divisions of the industry was reached towards the end of 1952. Throughout the first half of 1953 the decline was gradual; but during the latter months of the year it was sharp. The decline stemmed, in part, from the fact that demands for expanded facilities for defence production were being met and that actual procurement programs were being completed. However, in addition to the decreased demand for producer durable goods, some weakening in demand for consumer durables also became evident in 1953. Downward production and employment trends, particularly in the automotive and household appliance industry, contributed substantially to the curtailment. Although total capital expenditure increased during 1953, there was a significant shift away from machinery and equipment and towards commercial, institutional and residential construction.

The trends established during 1953 continued during 1954 with only minor changes. Capital expenditure still favoured construction, particularly residential building, as against new machinery and equipment. The downward trend in consumer durables persisted during the first half of the year, although some strengthening in demand for household appliances was evident during later months. Correspondingly, the employment trend continued the downward movement of 1953 and by November 1, 1954, the decline from the 1952 peak was 18 per cent or approximately 30,000 workers.

During the last quarter of the year, however, the underlying employment trend was obscured because of sizeable strikes both in the iron and steel industries and in major steel-using industries. How much of the 18 per cent decline in employment can be attributed to the effects of these strikes is difficult to ascertain. A rough estimate indicates that perhaps between 5,000 and 10,000 of the decrease in employment can be attributed directly and indirectly to strike action.

More than four-fifths of the iron and steel industry is located in Ontario and Quebec; a further four or five per cent is in Nova Scotia. Consequently, the effects of employment fluctuations in the industry during the past two years have been limited to these provinces. Since the 1952 peak, employment in the industry declined by 19,400 in Ontario, by 9,900 in Quebec and by 1,700 in Nova Scotia (chiefly Sydney). The effects of reduced production and employment have been most marked in such centers as Sault Ste. Marie, Welland, Brantford, Hamilton, Guelph and Sydney where the iron and steel industry is either a major or the sole source of employment. However, even in the metropolitan centers of Toronto and Montreal, where there is a great diversity of industrial activity, the reduction in iron and steel production has contributed to increased levels of unemployment and short-time employment.



# Labour-Management Relations

**W**AGE increases of about five cents continued to be fairly frequent among recent collective bargaining settlements. Improvements in such fringe benefits as vacations, statutory holidays and pension plans were also common. Many of the new agreements are for two-year terms.

At mid-January, negotiations were under way in an attempt to end the strike of employees of the Ford Motor Co. of Canada, Limited. No agreement had been reached covering employees of the Chrysler Corporation of Canada, pending the outcome of the Ford dispute. In several other industries, including primary textiles and non-ferrous metal mining, important negotiations were under way. Agreements were reached covering major firms engaged in the manufacture of steel and steel products, aircraft, non-ferrous metal products, and in mining.

## Current Bargaining

**Automobiles** – It is now approximately a year since bargaining first got under way between the Ford Motor Co. of Canada, Limited, and the United Automobile Workers (CIO-CCL). Employees of the company at Windsor and Oakville have been on strike for more than three months and at Etobicoke since November 15, 1954.

**Primary Textiles** – No settlement had been reported at the time of writing in the contract dispute between the Dominion Textile Company Limited and the National Federation of Textile Workers (CCCL) representing employees at a number of plants in Quebec. The union's demands had previously been rejected by a conciliation board (L.G., Dec. 1954, p. 1663).

Differences over non-wage items between the Hamilton Cotton Company, Limited, Dundas Cotton Mill and Trent Cotton Company Limited, and three locals of the Textile Workers Union of America (CIO-CCL) remained unsettled at the middle of January. In a report published recently, a board of conciliation recommended minor changes to seniority, overtime and insurance provisions in the agreement. Further negotiations were scheduled between the parties.

**Gold and Base Metal Mining** – Extensive collective bargaining will not get under way until late spring in most of the gold and base metal mining industry. However, bargaining is scheduled to start soon in a number of mines in Northern Ontario and Quebec in which workers are represented by the United Steelworkers of America (CIO-CCL). Negotiations at Noranda Mines Limited are in progress. Union demands are reported to include the check-off of union dues, a wage increase, reduced hours and improved fringe benefits. Bargaining over similar issues in 1953 resulted in prolonged strikes which extended into 1954.

## Recent Settlements

**Steel** – An agreement was reached early in January between the United Steelworkers of America (CIO-CCL) and Dominion Iron and Steel Limited at Sydney, N.S. Some 3,400 workers affected by the new agreement will



receive a wage increase of five cents an hour. The same amount of increase was agreed upon by the union and the other two main basic steel producers in Canada in 1954 (L.G., Sept. 1954, p. 1215).

Bargaining has also been in progress for several weeks between the same union at a number of steel fabricating plants of the Steel Co. of Canada, Limited, at various points in Ontario and Quebec and at the Dominion Steel and Coal Corporation, Limited, at Trenton, N.S. An agreement, covering the Trenton plant, that provides for a 5-cent-an-hour wage increase and other benefits was reported to have been reached recently.

**Aircraft and Parts** - A new collective agreement was reached recently between the International Association of Machinists (AFL-TLC) and Canadair Limited, Montreal. Under the two-year agreement, hourly paid workers received a general wage increase of five cents per hour, increased vacations and other benefits. The contract at the other major aircraft plant, A.V. Roe, Canada Limited, Malton, Ont., does not terminate until April.

**Aluminum** - Two-year agreements have been reached between the Aluminum Co. of Canada, Limited, and unions representing employees at Arvida and Kingston. The agreement for Arvida, where employees are represented by the National Metal Trades Federation (CCCL), provides a wage increase of six cents for non-tradesmen and eight cents for tradesmen plus other benefits. A further increase of two and three cents for each class of workers respectively will become effective next year. At its Kingston works, the company renewed separate agreements with the United Steelworkers of America (CIO-CCL) and the International Association of Machinists (AFL-TLC). Wage rates under both contracts were increased by two cents per hour (three cents for certain classes of employees in the machinists' agreement) and fringe benefits were improved. In all three contracts, the company agreed to contribute two cents per hour to a proposed health plan.

**Mining** - Three asbestos mining companies and the National Federation of Mining Industry Employees, Inc. (CCCL) reached one-year agreements covering mine workers in the Thetford Mines region of Quebec. Under the terms of the new agreements, employees of the Asbestos Corporation, Limited, the Johnson's Company Ltd., and the Flintkote Mines Limited receive wage increases, a company-financed pension plan, improved vacation provisions and adjustments in night shift differentials.

An agreement was reached recently between the United Steelworkers of America (CIO-CCL) and the Steep Rock Iron Mines, Limited, at Atikokan, Ont. The two-year agreement provides for the reduction of the regular work week from 44 to 40 hours for the 800 employees covered.

**Other Recent Settlements** - A new agreement was reached between the Montreal Locomotive Works, Limited, at Montreal and the United Steelworkers of America (CIO-CCL). Terms of settlement were reported to include a wage increase of five cents an hour, improvements in vacation and welfare plans and other fringe benefits.



The International Longshoremen's Association (TLC) at Saint John and Halifax recently concluded new agreements with the Shipping Federation of Canada. Terms of settlement provide an increase of three cents per hour in wage rates and increased employer contributions to the pension and welfare plans.

An agreement was reached between the American Can Company and the Can Workers' Federal Union (TLC). The master agreement applies to plant employees at Montreal, Hamilton, Simcoe and Chatham. Wage rates were increased by five cents an hour and pension, insurance and holiday provisions were improved under the one-year agreement.

Although bargaining in the construction industry will not become widespread until April and May, two important agreements were signed during January. A conciliation board recommended a wage increase of ten cents per hour for electricians in Montreal, represented by the International Brotherhood of Electrical Workers (AFL-TLC) and the National Syndicate of Electricians (CCCL). The increase brought the electricians' rate to \$2.00 per hour. Both parties to the dispute had agreed beforehand to accept the board's report. The Lakehead Builders' Exchange and the United Brotherhood of Carpenters and Joiners of America signed a two-year agreement covering carpenters in the Fort William - Port Arthur area. The agreement becomes effective April 1 and provides a wage increase of five cents an hour. A further increase may be made during the life of the agreement, depending on changes in the consumer price index.

Two recent agreements covering office workers include salary increases of six and seven per cent. At the International Harvester Co. of Canada, Limited, Hamilton, salaried workers received increases totalling six per cent under a new agreement negotiated by the United Steelworkers of America (CIO-CCL). In Windsor, a group of civic employees in various city departments, represented by the Windsor Municipal Office Employees, Federal Union No. 543 (TLC), signed a first collective agreement with the city. A general increase of seven per cent in salaries was provided.

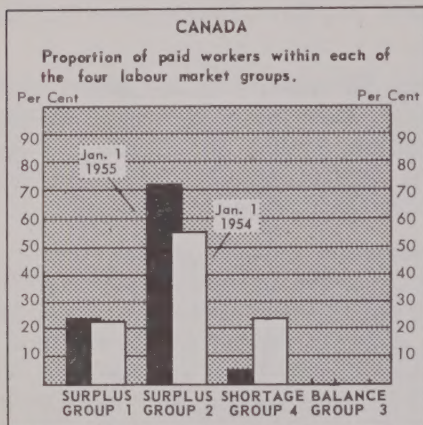
## Work Stoppages

Preliminary figures for the year 1954 indicate little change over 1953 in the frequency and length of work stoppages in Canada. Totals for both years are as follows:

Year	Number of Stoppages	Number of Workers Involved	Time- loss in Man-days	Time-loss as Per Cent of Total Working Time
1953 .....	174	55,988	1,324,715	0.13
1954 .....	168	61,477	1,472,160	0.15

For December 1954, preliminary figures show 16 work stoppages affecting 12,169 workers with a time-loss of 240,841 man-days. This compares with 23 work stoppages involving 20,628 workers with a time-loss of 326,460 man-days during November 1954 and with 29 stoppages involving 11,275 workers and a time-loss of 265,265 man-days during December 1953.

# Manpower Situation in Local Areas



**V**IRTUALLY all local areas experienced the usual increase in unemployment in the latter part of December as the country entered the months of seasonal slackness in economic activity. In many outlying areas, the completion of outdoor farm work and the mid-winter pause in woods operations were the main sources of increasing unemployment. An important contributing factor in industrial areas was the temporary lay-off of workers in many firms to permit year-end stocktaking. All areas were affected by the

post-Christmas drop in retail trade and the weather-enforced decline in construction, lake shipping and rail transportation.

Forty-nine of the 109 areas covered in the monthly survey of local labour markets were reclassified into categories designating a greater labour supply. Of these, 24 areas moved from a generally balanced demand and supply situation to one of moderate labour surpluses and 25 moved from the moderate surplus to the substantial labour surplus category. As a result, all but eight areas were in the surplus categories at January 1, 1955. The eight areas in balance represented five per cent of all paid workers in Canada. This compares with 32 areas, representing about 28 per cent of paid workers, at the beginning of December and 19 areas, representing 23 per cent of paid workers, at the beginning of January 1954.

The regional year-to-year comparison of labour conditions has changed little during the past three months. Labour surplus areas are less numerous than last year in the Atlantic region and more numerous in the Ontario and Prairie regions. In the remaining regions, the number of areas in each category was about the same as a year earlier.

Labour Market Area	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Jan. 1 1955	Jan. 1 1954	Jan. 1 1955	Jan. 1 1954	Jan. 1 1955	Jan. 1 1954	Jan. 1 1955	Jan. 1 1954
Metropolitan	4	3	6	6	1	2	—	—
Major Industrial	8	10	18	16	1	1	—	—
Major Agricultural	1	1	11	8	2	5	—	—
Minor	21	22	32	24	4	11	—	—
Total	34	36	67	54	8	19	—	—

\*See inside back cover, *Labour Gazette*.

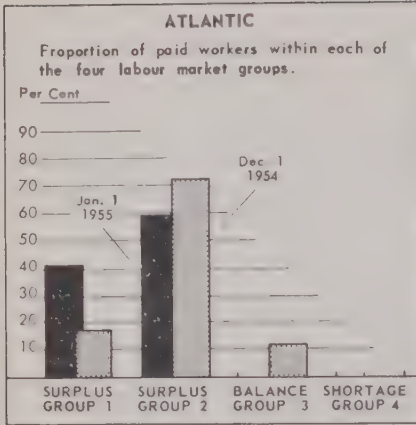


# CLASSIFICATION OF LABOUR MARKET AREAS, January 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	QUEBEC - LEVIS ← ST. JOHN'S ← VANCOUVER - NEW ← WESTMINSTER ← Windsor ←	Calgary Edmonton Hamilton Montreal TORONTO ← Winnipeg	Ottawa - Hull	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	CORNWALL ← FORT WILLIAM - ← PORT ARTHUR Farnham - Granby Moncton New Glasgow SARNIA ← SHAWINIGAN FALLS ← Trois Rivières	Brantford Corner Brook Guelph Halifax Joliette KITCHENER ← Lac St. Jean London Niagara Peninsula Oshawa Peterborough Rouyn - Val d'Or Saint John Shawbrooke SUDBURY ← Sydney Timmins - Kirkland Lake Victoria	Kingston	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	RIVIERE DU LOUP ←	BRANDON ← Clitham Charlottetown LETHBRIDGE ← MOOSE JAW ← NORTH BATTLEFORD ← Prince Albert REGINA ← SASKATOON ← Therford - Megantic - St. Georges YORKTON ←	Barrie Red Deer	
<b>MINOR AREAS</b> (labour force 10,000 - 25,000)	BATHURST ← BRACEBRIDGE ← CAMPELLTON ← CENTRAL VANCOUVER ← ISLAND CHILLIWACK DRUMMONDVILLE ← GASPE ← MONTMAGNY ← Newcastle OKANAGAN VALLEY ← OWEN SOUND ← Prince George RIMOUSKI ← Sault Ste. Marie SOREL ← STE. AGATHE - ← ST. JEROME ST. HYACINTHE ← St. Stephen SUMMERSIDE ← VALLEYFIELD ← YARMOUTH ←	Beauharnois Belleville - Trenton BRIDGEWATER ← CRANBROOK ← Dauphin EDMUNDSTON ← Fredericton Galt GODERICH ← GRAND FALLS KAMLOOPS ← KENTVILLE ← Lachute - Ste. Therese Lindsay Medicine Hat North Bay Pembroke Portage la Prairie Prince Rupert JUEBEC NORTH SHORE ← SIMCOE ← St. Jean STRATFORD St. Thomas SWIFT CURRENT Trail - Nelson Truro Victoriaville WALKERTON WEYBURN Woodstock, N.B. WOODSTOCK - ← INGERSOLL	Brampton Dawson Creek Dumfries Listowel	

← The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC



REDUCTIONS in employment in the Atlantic region increased during December as seasonal activities such as construction, sawmilling and fish processing approached their low point. Lay-offs also occurred at the Sydney steel plant during December, bringing the total number of workers released at the plant during the last two months to 280. Some slackening was evident, too, in clothing and ship repair work in the region. These decreases were partially offset by hiring of staff for the Christmas trade and by increased

activity along the waterfront following the official opening of the winter port. In the three weeks ending December 11, the number of persons with jobs was estimated to have decreased by 7,000 to a total of 484,000, a figure 25,000 higher than a year earlier.

Total employment was at a higher level during December 1954 than 1953, largely because of an increase in the number of persons working in agriculture. Another contributing factor was the heavier volume of woods activity in 1954, which absorbed many of the workers released from other seasonal activities. Demand for loggers was particularly strong in New Brunswick this season as a result of an extensive clearing program at the Gagetown army camp and of firmer demands for rough pulp.

The general level of manufacturing employment was somewhat lower than a year earlier, although employment trends varied considerably in different industries. Employment levels in the transportation equipment and iron and steel industries were sharply below the preceding year's levels. On the other hand, food and beverages and pulp and paper continued to employ more workers during December than a year earlier.

Seasonal reductions in labour requirements resulted in the reclassification of nine areas during the month—four from the balanced to the moderate labour surplus category and five from the moderate to the substantial labour surplus category. Of the 21 areas in the region, 12 were in the moderate and nine were in the substantial surplus category at the beginning of January. At January 1, 1954, seven were in the moderate, and 14 were in the substantial surplus category.

### Local Area Developments

**St. John's (metropolitan).** Reclassified from Group 2 to Group 1. Much of the increase in unemployment was the result of seasonal lay-offs in construction, logging and fish processing plants. Also augmenting the available labour supply was a non-seasonal lay-off during the month at the Bell Island iron ore mines; about 500 workers were released for approximately three months. Total industrial employment in the area was about equal to last year's.



**Bathurst, Campbellton, Summerside and Yarmouth** (minor). Reclassified from Group 2 to Group 1.

**Bridgewater, Edmundston, Grand Falls and Kentville** (minor). Reclassified from Group 3 to Group 2.

## QUEBEC

THE usual seasonal decline in employment in Quebec during December was partially offset by the relatively large amount of residential construction still in progress in the region. Woods operations were also unusually active during December. The log cut was larger than in the previous year and hauling was proceeding without delay because of ideal snow conditions. On the other hand, manufacturing employment, which was substantially lower than in 1953, showed the usual seasonal slackening during the month. The number

of persons with jobs totalled 1,460,000 at December 11, a decrease of 19,000 from November 20. This compared with a decline of 25,000 in the same period in 1953.

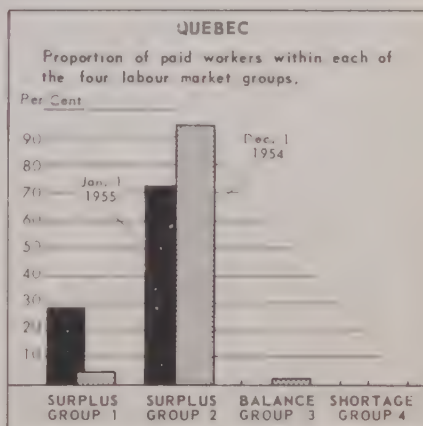
Workers were being rehired in the aircraft industry during December but employment had not yet increased in the railway rolling stock and various iron and steel industries and further lay-offs occurred in the shipbuilding industry. Reflecting this, the number of unemployed metalworkers was much larger than a year earlier.

Seasonal declines in activity during December resulted in the reclassification of 12 of the 24 labour market areas in Quebec. Eleven shifted from the moderate to the substantial labour surplus category and one from balanced to moderate surplus category. At January 1, 1955, 13 areas were in the substantial and 11 in the moderate surplus category, compared with 14 and 10 respectively a year before.

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 2. Construction employment held up better than in December 1953 but most outdoor activities decreased as usual during the month. Manufacturing employment remained virtually unchanged, except for customary lay-offs at the year-end for inventory-taking and machinery repair. Unemployment was about equal to that of a year earlier.

**Quebec-Levis** (metropolitan). Reclassified from Group 2 to Group 1. Closure of the Levis shipyards for an extended Christmas-New Year vacation increased seasonal surpluses of labour during December. Construction activities exceeded those of the preceding year.



**Shawinigan Falls** (major industrial). Reclassified from Group 2 to Group 1. Unemployment increased seasonally during the month. Activities in the non-seasonal chemical industry continued at a high level but the textile industry was still operating below capacity.

**Rivière du Loup** (major agricultural). Reclassified from Group 2 to Group 1.

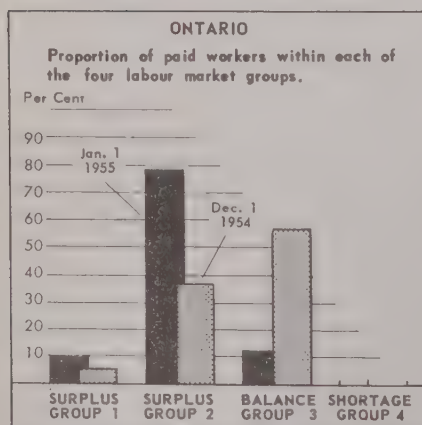
**St. Hyacinthe** (minor). Reclassified from Group 2 to Group 1. Short-time and reductions in employment continued in the textile and clothing industries in the area. Some temporary lay-offs took place in December in manufacturing plants to permit inventory-taking and repairs to equipment.

**Sorel** (minor). Reclassified from Group 2 to Group 1. Shipbuilding and munitions manufacturing have been decreasing in the past year as the result of the reduction in defence orders. Activity in the textiles industry also has been slack for some time.

**Drummondville, Gaspé, Montmagny, Rimouski, Ste. Agathe-St. Jérôme and Valleyfield** (minor). Reclassified from Group 2 to Group 1.

**Quebec North Shore** (minor). Reclassified from Group 3 to Group 2.

## ONTARIO



EMPLOYMENT changed very little in Ontario during the early part of December. The usual seasonal declines in outdoor activities were approximately balanced by slight increases in some of the consumer goods manufacturing industries and extra hiring for the Christmas trade. The total number of persons with jobs at the middle of December, 1,908,000, was virtually unchanged from the 1,910,000 at November 20. During the same period a year earlier the number with jobs declined by about 17,000 to 1,899,000. Unemployment con-

tinued at levels higher than a year earlier since the labour force expanded more rapidly during the past year than did job opportunities.

Seasonal employment declines in construction and lake shipping were accelerated by cold weather and heavy snows during the latter part of December and the completion of the log cut in some areas resulted in temporary lay-offs until hauling operations begin. On the other hand, employment in most of the consumer goods manufacturing industries remained firm during the month. Employment increased in some agricultural implement plants and in the motor vehicle and parts plants not affected by the Ford strike. Year-end closures for stock-taking and inventory adjustments occurred in a few plants but these affected fewer workers and were of shorter duration than in 1953.



Gradual seasonal increases in unemployment resulted in the reclassification of eight areas from the balanced to the moderate surplus category and four from the moderate to the substantial surplus category. At the beginning of January, five of the 34 areas in the region were still in the balanced labour market category, 23 were in the moderate and six in substantial surplus category, compared with 11 in balance, 20 in the moderate and three in the substantial surplus category a year earlier.

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 2. Seasonal declines in outdoor activities together with year-end plant closures brought the area near the substantial surplus category by the beginning of January. The seasonal upturn in unemployment started a little later this winter than last and is not expected to be as severe.

**Ottawa-Hull** (metropolitan). Remained in Group 3. Although construction was continuing at higher levels than a year earlier, employment in the industry gradually declined during December.

**Toronto** (metropolitan). Reclassified from Group 3 to Group 2. The gradual seasonal increase in registrations for employment continued in most occupational groups, particularly in construction. The outlook for the heavy industries showed some improvement following the settlement of the Massey-Harris-Ferguson strike at the end of November.

**Windsor** (metropolitan). Remained in Group 1. Little improvement can be expected in the employment situation in this area until settlement of the Ford strike.

**Cornwall and Sarnia** (major industrial). Reclassified from Group 2 to Group 1.

**Kitchener and Sudbury** (major industrial). Reclassified from Group 3 to Group 2.

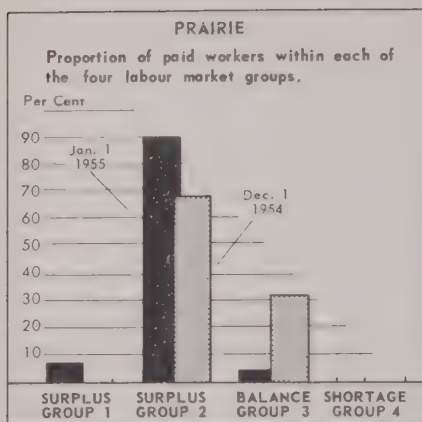
**Bracebridge and Owen Sound** (minor). Reclassified from Group 2 to Group 1.

**Goderich, Simcoe, Stratford, Walkerton, and Woodstock-Ingersoll** (minor). Reclassified from Group 3 to Group 2.

### PRAIRIE

LABOUR requirements continued to decline in the Prairie region in December. The construction, agriculture, transport, lake shipping, coal mining and some manufacturing industries released a substantial number of workers for seasonal and other reasons during the month. By mid-December the number of persons with jobs totalled 897,000, a figure 9,000 lower than at November 20 but still about 16,000 higher than a year earlier.

Mainly responsible for the year-to-year increase in employment was the strength of construction and allied industries. A slower decline than usual occurred in these activities during the month owing to continuing mild weather. Residential construction was particularly active for the season since the volume of work undertaken in the last half of 1954 was larger than in the same period in 1953.



Ten areas were reclassified during the month—nine from the balanced to moderate labour surplus category and one from the moderate to the substantial surplus category. Of the 20 areas in the region, three were in balance, 16 were in the moderate and one was in the substantial surplus category at the beginning of January. At January 1, 1954, 12 areas were in the moderate surplus category, and eight were in balance.

### Local Area Developments

**Edmonton** (metropolitan). Remained in Group 2. Seasonal reductions in employment accelerated during December. These decreases were confined to outdoor activities and were partially offset by hirings in retail stores for the Christmas trade. Total industrial employment at the beginning of November was about four per cent higher than in the same month in 1953. All industries recorded year-to-year increases but the greatest strength was in construction.

**Winnipeg** (metropolitan). Remained in Group 2. A considerable increase in unemployment occurred in the area, owing to temporary lay-offs in a number of manufacturing plants and a relatively large influx of workers from outside points.

**Calgary** (metropolitan). Remained in Group 3. With the exception of the construction industry, employment levels changed very little during the month. All segments of construction were releasing workers, although the residential and commercial sectors were more active than a year ago.

**Fort William - Port Arthur** (major industrial). Reclassified from Group 2 to Group 1. Stevedores, seamen, loggers and construction workers accounted for most of the increase in unemployment.

**Brandon, Lethbridge, Moose Jaw, North Battleford, Regina, Saskatoon, and Yorkton** (major agricultural). Reclassified from Group 3 to Group 2.

**Swift Current and Weyburn** (minor). Reclassified from Group 3 to Group 2.

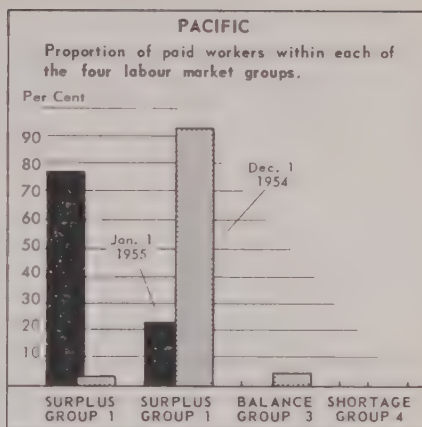
### PACIFIC

EMPLOYMENT in the Pacific region followed the usual seasonal pattern in December but the logging and lumbering industries were significantly busier than a year earlier, when they were affected by strikes. The estimated number of persons in the region with jobs was 419,000 in the week of December 11, virtually unchanged from November but about 14,000 higher than the figure for December 1953. Manufacturing employment showed a further decrease, mainly because of the curtailment of activity in seasonal industries. Construction declined sharply throughout the region, work being confined almost entirely to small and medium-



sized projects. On the other hand, retail trade outlets, with a greater volume of sales than last year, provided a considerable number of temporary jobs.

During the month, six labour market areas were reclassified—four (including Vancouver-New Westminster) from the moderate to the substantial labour surplus category and two from the balanced to the moderate labour surplus category. At the beginning of January 1955, five of the ten labour market areas in the region had a moderate and five had a substantial labour surplus, each being in the same classification as at January 1, 1954.



### Local Area Developments

**Vancouver - New Westminster** (metropolitan). Reclassified from Group 2 to Group 1. In a number of outlying districts logging operations were closed shortly after the middle of the month, with a resulting influx of workers into the metropolitan area. Because of the continued strong demand for lumber, sawmills closed for only a minimum period during the holiday season. Other manufacturing industries and construction experienced customary year-end employment declines.

**Chilliwack** (minor). Reclassified from Group 2 to Group 1. The logging industry was busy before the holiday closure but heavy snowfalls late in December impeded the resumption of operations. Lumber markets were strong but low log inventories were expected to force some sawmills to close within a short time.

**Central Vancouver Island** (minor). Reclassified from Group 2 to Group 1. Increasing unemployment resulted mainly from a seasonal decrease in logging and construction, although both of these industries were more active than a year earlier. Plywood and pulp and paper mills were working at capacity levels.

**Cranbrook** (minor). Reclassified from Group 3 to Group 2. Some logging camps were able to resume operations during the month because colder weather resulted in improved conditions in the woods. Sawmills were able to increase production, although they were still hampered by log shortages and, in some cases, by insufficient orders.

**Kamloops** (minor). Reclassified from Group 3 to Group 2. The usual increase in surplus labour occurred during December as a result of the closure of small lumbering operations for the winter. Construction and other activities in the area were at normal levels for the time of year.

**Okanagan Valley** (minor). Reclassified from Group 2 to Group 1. Most fruit canneries completed their pack and closed for the season. Logging, sawmilling and construction employment declined slightly.

# Current Labour Statistics

(Latest available statistics as of January 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>Manpower</b>				
Total civilian labour force (a).....	Dec. 11	5,414,000	- 0.1	+ 2.0
Persons with jobs .....	Dec. 11	5,167,000	- 0.7	+ 1.0
At work 35 hours or more .....	Dec. 11	4,614,000	- 2.8	+ 0.8
At work less than 35 hours.....	Dec. 11	448,000	+29.5	+ 5.4
On short time .....	Dec. 11	42,000	+ 7.7	-19.2
Usually work less than 35 hours.....	Dec. 11	218,000	+ 5.3	+16.6
Other reasons .....	Dec. 11	188,000	+88.0	+ 1.1
With jobs but not at work .....	Dec. 11	105,000	- 4.6	- 7.9
Laid off full week .....	Dec. 11	16,000	+45.5	-36.0
Other reasons .....	Dec. 11	89,000	-10.1	0.0
Paid workers .....	Dec. 11	3,954,000	- 0.5	+ 0.9
In agriculture .....	Dec. 11	105,000	- 6.3	+14.1
Non-agricultural .....	Dec. 11	3,849,000	- 0.3	+ 0.6
Persons without jobs and seeking work..	Dec. 11	247,000	+15.4	+29.3
<b>Registered for work, NES (b)</b>				
Atlantic .....	Dec. 23	49,574	+57.9	- 8.3
Quebec .....	Dec. 23	130,996	+53.6	- 3.5
Ontario .....	Dec. 23	135,791	+26.3	+26.9
Prairie .....	Dec. 23	61,784	+57.1	+14.9
Pacific .....	Dec. 23	51,329	+46.4	- 2.9
Total, all regions.....	Dec. 23	429,474	+43.8	+ 6.5
<b>Ordinary claims for Unemployment</b>				
Insurance benefit .....	Dec. 1	274,462	+31.3	+15.1
Amount of benefit payments .....	Nov.	\$14,020,255	+19.0	+37.8
Industrial employment (1949=100) .....	Nov. 1	112.5	- 0.8	- 2.9
Manufacturing employment (1949=100).....	Nov. 1	106.3	- 1.7	- 6.0
Immigration .....	Nov.	8,664	-23.0	- 6.9(c)
<b>Industrial Relations</b>				
Strikes and lockouts—days lost .....	Dec.	240,841	—	+11.1(c)
No. of workers involved .....	Dec.	12,169	—	+ 9.8(c)
No. of strikes .....	Dec.	16	—	- 3.5(c)
<b>Earnings and Income</b>				
Average weekly wages and salaries .....	Nov. 1	\$59.80	+ 0.9	+ 2.9
Average hourly earnings (mfg.) .....	Nov. 1	\$1.40	+ 0.5	+ 2.2
Average hours worked per week (mfg.) .....	Nov. 1	41.2	- 0.3	- 0.5
Average weekly earnings (mfg.) .....	Nov. 1	\$57.84	+ 0.2	+ 1.7
Consumer price index (av. 1949=100) .....	Dec. 1	116.6	- 0.2	+ 0.7
Real weekly earnings (mfg. av. 1949=100) .....	Nov. 1	118.8	+ 0.3	+ 1.2
Total labour income..... \$000,000	Oct.	1,036	+ 0.6	+ 2.4
<b>Industrial Production</b>				
Total (average 1935-39=100).....	Oct.	256.4	+ 1.0	+ 0.7
Manufacturing .....	Oct.	258.5	+ 0.7	- 3.6
Durables .....	Oct.	296.1	+ 1.6	- 8.7
Non-Durables .....	Oct.	234.5	- 0.1	+ 0.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.



# Notes of Current Interest

## **October Production Index Bests 1953 for 1st Time**

Canada's composite index number of industrial production for October, according to preliminary figures, stood at 256.4, exceeding for the first time in 1954 the corresponding 1953 index, which stood at 254.5.

October's index was also the highest since the September 1953 figure of 257.1. For September 1954 the figure was 254.0.

In the January-October period, the index averaged 244.3, slightly more than 2 per cent below the same period in 1953.

The manufacturing component of the October index, at 258.5, was still nearly 4 per cent below the 268.2 for October 1953 but the index of mineral production advanced by almost 22 per cent to 243.7. The index of non-durable manufactures, at 234.5, was about 1 per cent higher than the 232.5 for October 1953 but the composite index for the durable manufactures group, at 296.1, was nearly 9 per cent below the figure for October 1953.

In the 10-month period the manufacturing output index dropped by almost 5 per cent, with the durables component declining by more than 8 per cent and the volume of non-durable manufactures falling off by 1 per cent.

## **Earnings, Employment, Payrolls All Up in Oct.**

Hourly and weekly averages of earnings in manufacturing, industrial employment, payrolls and labour income were all higher at October 1 than a month earlier. Average weekly wages and salaries reached a new high at the beginning of October.

The work-week, too, showed an increase: in the week ending October 1 it averaged 41.3 hours compared with 40.9 in the week of September 1.

Industrial employment, payrolls, and the work-week, however, were below the October 1953 figures.

According to the Dominion Bureau of Statistics, the Canada average of weekly wages at October 1, 1954, was \$57.70, compared with \$57.06 a month earlier and \$56.69 a year earlier. Hourly earnings at October 1, 1954, averaged 139.7 cents compared with 139.5 a month earlier and 136.6 a year earlier.

The all-Canada index of industrial employment, on the 1949 base, stood at 113.3 at the beginning of October, compared with 112.9 a month earlier and 116.9 at the same date in 1953.

The payrolls index was 157.0, compared with 155.5 at the beginning of September 1954 and 158.7 at the beginning of October 1953.

Weekly wages and salaries averaged \$59.26, compared with \$58.93 at September 1, 1954, and \$58.11 at October 1, 1953.

Canadian labour income in the first nine months of 1954 aggregated \$8,821,000,000, a total of 1.8 per cent higher than the \$8,665,000,000 for the same period of 1953. September's total in 1954 was \$1,030,000,000—the fourth successive month to exceed \$1,000,000,000—compared with \$1,014,000,000 in both August 1954 and September 1953.

## **Farm Cash Income Lower By 13% for Nine Months**

Cash income received by Canadian farmers in the first nine months of 1954 was 13 per cent less than in the same period of 1953.

From the sale of farm products and from participation payments made during the period on 1953 western wheat crops farmers received an estimated \$1,686,100,000; in the same period in 1953 they received \$1,937,717,000. (Newfoundland is not included in this compilation.)

## **TLC Committee to Study Guaranteed Wage Plans**

Acting on a resolution adopted at its 69th annual convention in Regina last August (L.G., Sept. 1954, p. 1260), the Trades and Labour Congress of Canada at the latest meeting of its executive council appointed a special committee to make a study of guaranteed annual wage plans. The committee will report its findings to the 1955 convention at Windsor.

Appointed to the committee were TLC Vice-presidents George Schollie and William Jenoves, and Bernard Shane, Montreal; Robert Brown, Toronto; S. A. Stephens, Thorold; and Hugh J. Sedgwick, Hamilton. Mr. Schollie will be committee chairman.

## **Average Citizen's Income Will Rise in '55—Howe**

Canada's export markets should improve and the average citizen will have more money to spend this year, Trade and Commerce Minister the Rt. Hon. C. D. Howe said in a year-end review of the economy released December 26. Mr. Howe said that the present "firm trend" of production and trade will "in all probability" provide an important stimulus for the Canadian economy.

### **Export Markets**

As far as export markets are concerned, Mr. Howe said that "the signs are now reasonably encouraging". He added that the "adverse influences" which contributed to the decline in exports over the past two years are "for the most part" no longer of consequence. Among the major factors listed by Mr. Howe as contributing to the decline in exports were the substantial drop in wheat and flour sales, the economic downturn in the United States, which reduced Canadian exports to that country, and the "intensified international competition" among manufacturers which tended to reduce certain types of Canadian exports.

Among the export commodities which were reduced in volume, the Trade and Commerce Minister cited automobiles, industrial equipment, electrical equipment and for a period in 1954, the export of metals.

Discussing the employment market, Mr. Howe said that while employment was above the level of a year ago as of October 1954, the labour force continued to grow. He said that because of immigration and natural increase, the country's population has been growing at the rate of 400,000 a year. This has meant, Mr. Howe said, that while the increase in total population has been approximately three per cent, the increase in the working force has been only about one per cent.

### **1954 Unemployment Higher**

The increase in the number of available workers combined with the decline in employment over most of the year resulted in a higher volume of unemployment, Mr. Howe said. For the year as a whole, the number of persons reported as out of a job and seeking employment has averaged 4.3 per cent of the working force compared with 2.6 per cent in 1953, Mr. Howe said.

Turning to personal incomes, Mr. Howe said that these had shown a stronger trend in 1954 than either production or employ-

ment. Despite the decline in income for the western farmers and the reduction in total employment over the first nine months, total labour income has been running about two per cent higher than in 1953, he reported.

Personal investment income, which consists mainly of interest, dividends and rentals, increased during the year as did transfer payments in the form of unemployment insurance benefits. After taking into account population increase, the average income per capita, whether expressed in money or in terms of goods and services, "declined but slightly" in 1954, Mr. Howe said.

Canadian overseas trade should increase, the Trade Minister remarked, as a result of a "substantial increase" in the demand for raw and processed materials. "During much of 1954, larger Canadian exports of materials were offset in the trade figures by lower sales of wheat," he pointed out. Recently, however, wheat orders have been improving and the effects of this increased demand for materials "should soon become more apparent," he added.

### **Sees Employment Stimulated**

Employment and production should continue to be stimulated in 1955, Mr. Howe said, with investment and construction continuing at a high level. He did not foresee import competition being any more serious for manufacturing industries in the new year than it had been in 1954. He added that inventory liquidation was "not likely" to constitute as much of a drag on activities in these industries as it had over the past year.

Mr. Howe said that, taking into account both internal and external influences, "it would appear that the upturn which has already begun will continue into 1955".

"Although there may continue to be some trouble spots, there is good reason to expect a growth in markets at home and abroad commensurate with the rise in the nation's productive capacities," he declared.

Mr. Howe concluded his survey by pointing out that defence expenditures in 1954 continued to be a "sustaining" though not an "expansionist" factor in the economy. He said that capital assistance expenditures were down "significantly" in 1954 as most of the necessary key facilities had been established by the beginning of the year.

The broadening of Canada's industrial base through the creation of new facilities under the defence program has made the country less dependent on foreign sources for necessary defence equipment, Mr. Howe concluded.



## **Businessmen Predict Increased Activity in '55**

"During 1955 as a whole, the Canadian economy will be operating at the level of 1954 or a little better" was the conclusion of a group of economists from government, business, banks and universities whose predictions concerning the country's economic state in the new year were published in the December issue of *Canadian Business*.

### **Stabilizing Factors**

According to the magazine's panel of economists, economic activity should stabilize because of the following factors:—

The country's growth potential and "tooled-up" state of development are such that even a slight strengthening of demand can push the economy on to new records.

Population growth is rapid and is making a large national market more important each year.

Resource development will continue and capital for new investment and repairs may set a new record in 1955.

Personal incomes and expenditures are expected to be up slightly in the coming year although income on a per capita basis may decline and the rate of growth thus hampered.

Housing will still be in high demand and whether or not construction exceeds 100,000 units, the volume will still be large.

A business upswing in the United States should create a good market for Canadian goods particularly if United States tariffs should drop.

Among the factors which may retard economic growth listed by the panel members were the downward trend in farm income (especially in Western Canada), possibly stiffer competition for Canadian manufacturers at home and abroad and an industrial production that is just likely to hold its own in 1955, matching 1953's figure and ahead of the declining figures established last year.

A five-per-cent increase in the level of Canadian business activity was predicted by the Montreal branch of the American Marketing Association in its annual business outlook meeting. The panel said that "the opportunity for better business in Canada is certainly present".

The consensus was that automobile sales and the heavy equipment industry would fare better next year while appliance sales would probably not change much. The group also felt that business activity in the United States would be slightly higher in 1955.

## **U.S. Associations Make Conflicting Predictions**

Conflicting forecasts for 1955 have come from three United States national organizations—the U.S. Chamber of Commerce, the National Association of Manufacturers and the National Planning Association. Better business conditions are predicted by the two former but the NPA sees a rise in unemployment failing action by Government and industry. Higher unemployment is also anticipated by the Chamber of Commerce.

A moderate rise in activity is forecast by the U.S. Chamber of Commerce, with industrial production higher than that of last year but below the 1953 peak.

National output, it estimates, will total \$356 billion. (The 1953 record was \$365 billion.)

Higher unemployment can be expected as the economic activity will not rise sufficiently to provide jobs for all of the additional persons in the labour force seeking jobs.

Prices, the Chamber predicts, will remain relatively stable, with consumer spending higher.

Farmers' gross receipts and net income will probably decline farther.

If the "tax drag" on business is lessened, 1955 could be the greatest year in the nation's business, declared the president of the National Association of Manufacturers.

Industry will produce up to five per cent more goods in 1955 than in 1954. There will be more employment, better business conditions and more take-home pay for the average employee. With consumer spending at an all-time high and business spending running at an exceptionally high level, there is good reason for optimism, he stated.

The National Planning Association predicts a rise in unemployment unless Government and industry act to increase consumer buying power and industrial production.

An increase of \$25 to \$30 billion in national production is suggested. To help raise it to this level and to "a reasonably full employment level," the NPA recommends tax cuts and improvement of social security legislation, a speed-up of public undertakings, and measures to facilitate the purchase and improvement of homes and farms.

Among possible non-governmental measures, the Association considers the most important to be "a rise in wage rates and a reduction in prices in accord with increases in productivity".

## **B.C. Unions Demand Aid for Unemployed**

A mass rally of British Columbia trade unionists during the weekend of December 11 and 12 urged action by municipal, provincial and federal governments to alleviate the province's unemployment problem. The rally was sponsored by the Vancouver, New Westminster and District Trades and Labour Council (TLC) and the Greater Vancouver and Lower Mainland Labour Council (CCL).

The delegates demanded a conference of municipal, provincial and federal government authorities on the situation.

From the federal government they asked:—

Immediate institution of a public works scheme.

Increases in unemployment insurance benefits.

A compulsory 40-hour, five-day week with existing take-home pay.

Increased old age benefits.

Allotment of funds to municipalities for construction of schools, hospitals and roads.

From the provincial and B.C. municipal governments they asked:—

A conference of provincial and municipal officials to draft a program of projects to start at once.

A permanent volunteer government-management-labour committee on seasonal unemployment.

Awarding of provincial and municipal contracts in winter where possible.

Full use of the National Housing Act.

### **City Provides Relief**

On December 20 the Vancouver city council announced that it would begin immediately to provide emergency relief to the city's destitute unemployed. The province will pay 80 per cent of the cost.

Benefits of \$45 a month for single persons and \$69.50, with \$14 for each additional dependent, for married couples, will be paid to *bona fide* residents of the city

## **U.S. Unemployment Rises Less Than Seasonally**

Unemployment in the United States rose to 2,893,000 persons in early November, an increase of 152,000 from October, according to a joint release by the Departments of Commerce and Labor. The report said that the increase was less than half that normally expected at this season of the year and both Secretary of Commerce Sinclair Weeks and Secretary of Labor James P. Mitchell termed this "a further improvement in the job situation".

A survey conducted by both Departments revealed that 61,700,000 persons were employed early in November. This represented a decline of about 400,000 from the previous month. Some 1,000,000 workers were dropped in seasonal layoffs in farm work, and additional numbers in construction and other outdoor jobs.

Many farm workers and others were absorbed in non-farm jobs. These increased more than usual in November to reach the highest level of the year at 55,600,000.

Initial claims for unemployment insurance rose at the end of November by 41,600 to a total of 288,700. The number of claims was below the 301,000 registered at the same time last year, the Department of Labor reported.

The pre-holiday increase in retail and wholesale trade and the speed-up in the automobile industry are partly credited with keeping the jobless total below last year's levels. In addition, employment gains were registered in the electrical machinery, primary metals and fabricated metals industries. These gains have contributed to an increase of 25,000 in factory employment, which now stands at 16,100,000, the highest total since March. Factory employment normally declines moderately between October and November.

By November, the total of relatively long-term unemployed—defined as those seeking jobs for 15 weeks or longer—had declined to 700,000 from the level of 800,000 or more that had prevailed throughout the summer. The joint departmental survey remarked that substantial reductions in insured unemployment in a few states had offset smaller-than-usual increases in most of the remaining states.

Despite the gains of recent months, factory employment in mid-November was still 900,000 below the level of a year ago and six per cent below the 1952 peak for the month.

The factory work-week rose to an average of 40.1 hours in November from 39.9 the month before, the report said. The weekly pay for the average factory worker stood at \$72.98—the highest on record and 76 cents above the October level and 62 cents above the previous all-time peak reached in December 1953.

## **Urges Longer and Higher Benefits for Unemployed**

On December 1 the United States Secretary of Labor, James P. Mitchell, released copies of letters he had written to state governors urging that action be taken



during their 1955 legislature meetings to increase both the amount and duration of unemployment compensation benefits.

The Secretary of Labor's letters disclosed that for the first nine months of 1954 more than 1,300,000 unemployed had run through their jobless benefits without finding new employment.

"This experience illustrates the need for providing longer periods of protection in order for the program to be more effective," Mr. Mitchell wrote.

The letters renewed a plea made by the United States federal administration in 1953 asking that the states provide jobless benefits extending over a maximum 26 weeks of unemployment and weekly payment equal to "at least half regular earnings".

State benefit duration varies from a low of 16 weeks to a high of 26. Maximum benefit payments range from \$20 to \$33 weekly, with \$25 being the average actual payment.

### **Disabled Persons Act Now in Operation**

The Disabled Persons Act came into operation January 1. The Act was proclaimed in a special edition of the *Canada Gazette* published December 7.

On December 30, Hon. Paul Martin, Minister of National Health and Welfare, announced that the federal Government had taken all steps necessary to implement the Act in all provinces without delay. All provinces have indicated their intention of participating in the plan, he said.

The Act authorizes the Government of Canada to enter into agreements with the provinces providing for equal sharing between Canada and the provinces of the cost of allowances to totally and permanently disabled persons who fulfil certain age, residence and income requirements.

The maximum allowance of which the federal Government may pay its 50-per-cent share is \$40 a month.

Mr. Martin said the date on which the payment of allowances could begin in any province would depend on decisions made by its government.

Administrative procedures are set forth in regulations made under the Act. The regulations had been considered and agreed to at the second of two meetings during 1954 between provincial ministers of welfare and their senior officials with federal authorities.

The regulations generally follow the pattern of those under the Old Age Assistance Act and the Blind Persons Act.

When the Act is in full operation in all provinces it is estimated that some 25,000 disabled persons will be receiving allowances.

### **U.K. Gives Colombo Plan £300 Million in 6 Years**

"This country is spending about £200 million this year in helping people overseas," D. Dodds-Parker, the United Kingdom's Under-Secretary of State for Commonwealth Relations, stated recently in a parliamentary debate on colonial development and international aid for under-developed countries.

Mr. Dodds-Parker drew the attention of the House to the £1½ million being spent by the United Kingdom in support of the United Nations specialized agencies and to the raising by the United Kingdom of its contribution to UN technical aid in 1955 from £650,000 to £800,000.

In reference to the Colombo Plan, Mr. Dodds-Parker said that over a period of six years the United Kingdom would be paying out about £300 million. As to the Colombo Plan technical co-operation scheme, he said the United Kingdom had contributed 621 training places in the United Kingdom and had offered the services of 155 experts. He pointed out these were in addition to the United Nations technical aid.

### **New Edition of Labour Standards Book Available**

The 1954 edition of *Provincial Labour Standards*, an annual publication of the Department of Labour since 1944, is now ready for distribution.

This edition sets out the standards in effect in Canada's provinces with respect to child labour, holidays, hours of work, minimum wages, weekly rest-day, workmen's compensation and, for the first time, the requirements of equal pay and fair employment practices laws that have been enacted in several provinces since 1951.

Three provinces—Ontario, Saskatchewan and British Columbia—have equal pay laws and Ontario and Manitoba have fair employment practices laws.

Changes made during the year in the fields of legislation covered by the bulletin include the enactment of two new labour laws in New Brunswick.

The bulletin is available from the Supervisor of Government Publications, The Queen's Printer, Ottawa, at 10 cents a copy.

## **U.S. Urges Older Worker Be Given Job Opportunity**

An appeal that older workers be given equal status in the competitive job market was issued last month by United States Secretary of Labor James P. Mitchell, who said half his country's adult population might be jobless in 20 years unless prejudices about hiring older workers were overcome. He made the statement when his Department issued a summary of a year-long study of the older worker problem.

Mr. Mitchell pointed out that the number of persons 45 years old and over was steadily increasing. It had been estimated, he added, that it would increase nearly 40 per cent by 1975, at which time the over-45s would constitute half the adult population.

"Unless something is done to give them job opportunities, an estimated half of our adult population will be condemned to a life of economic uselessness," he warned.

### **Arbitrary Barriers**

Employers and labour unions too often set up arbitrary barriers against hiring older workers without due regard for their skill and maturity, he observed.

"If our economy is to continue its high rate of production and not suffer the pang of mass unemployment," he said, "our older workers must be given equal job status in the competitive job market."

The Labor Department's study found that most objections to hiring older workers were fancies because the performance of such men was equal or superior to younger workers, their judgment and experience better even though they might lack some of youth's "drive and pep" and their safety and attendance records superior.

The survey suggested the following program to deal with the problem:—

Select workers for ability and skill without regard for age.

Permit persons reaching the present retirement age to continue working if they are able and so desire.

Increase older workers' job opportunities by maintaining "sound labour standards, including health and safety measures and equal pay for comparable work."

Maintain a continuing study on the adequacy of job opportunities.

Develop a service program for older workers, including counselling, selective job placements and retraining for different jobs.

Consider plans to permit retired workers to perform part-time work "so the transition from employment to retirement does not bring undue shock".

## **Given Choice, 6 of 10 Decide Not to Retire**

Six out of ten of a group of employees comprising 60 per cent of the workers of retirement age in a New York utility company chose to remain at work when given the opportunity, a survey of 811 workers indicated. The employees given the choice were those in non-supervisory occupations and were allowed to stay on the job for an additional three years beyond the retirement age of 65 for men and 60 for women.

Management's permission was required for workers who wished to remain at work and this was refused for employees who had been absent too much or whose work had slowed down. These cases accounted for 40 per cent and they were retired on pension.

A check in 1954 of 510 male employees and former employees of the company who had been 55 years old in 1943 showed that 2.5 per cent had resigned or been released, 14.7 per cent had died, 19.2 per cent had retired on disability pension before 65 years of age, 57.1 per cent retired at 65 and 6.5 per cent were still actively employed.

## **Many of World's Elderly Economically Active—ILO**

Men and women more than 65 years old continue to play a major role in the world's economy, according to the most recent statistical study of the International Labour Organization.

Despite increasing life expectancy and extended pension protection throughout the world, every country listed in the new edition of the ILO's *Year Book of Labour Statistics* continues to have at least 25 per cent of its men over 65 "economically active". In some countries, the figure exceeds 80 per cent.

The figures for the elderly women are, of course, much lower.

The percentage of Canadian men over 65 years of age who contribute to the national economy, the *Year Book* reports, is 38.6; of women, 5.1. The percentage for men in the United States is given as 41.4 and for women, 7.8; for men in the United Kingdom, 32.0, and for women, 5.3.

By "economically active", the ILO explains that it does not mean students, women occupied solely in domestic duties, persons living on a retirement income or on their own means, or persons wholly dependent on others. It means employed persons, including employers, self-employed earners and proprietors, salaried employees and wage earners, and, so far as data are available, unpaid workers in family undertakings.



The high percentage of elderly men still working after 65 becomes all the more remarkable when examined in the light of the very great reduction in the percentage of old people who toil which has taken place during the past 20 years.

In the United Kingdom, for instance, the percentage of men over 65 who are "economically active" declined from 48 per cent to 32 per cent between 1931 and 1951. In the United States, there was a drop from 58 per cent to 41 per cent between 1930 and 1950.

### **Automatic Factories Will Displace Unskilled Only**

Automatic factories will require more technicians and more skilled workers and the practice of using vocational schools as a dumping ground for misfits and students of low ability will have to cease, the National Manpower Council warned in a report released in New York last month.

(The Council was founded at Columbia University's Graduate School of Business by President Eisenhower, when he headed the university, with funds from the Ford Foundation.)

The men who will be displaced by push-button factories will be unskilled labour, the report added.

"Automatic machines will require highly skilled maintenance and repair men," the Council predicted. "Atomic generators will require maintenance men who are more skilled than at present. Many of today's electricians will have to learn electronics. Pipefitters may have to learn hydraulics. A skilled worker who formerly measured with calipers and used a micrometer will soon have to learn to work to tolerances measured with light waves. There may be almost no place left for the unskilled industrial worker."

After a study of the three major training grounds for technical personnel—the vocational schools, on-job and apprentice training in industry, and the United States Armed Forces—the Council drafted 20 recommendations. The essence of the recommendations was: broader and better vocational schools training, more intelligent vocational guidance, and an end of race, sex and other discriminations that freeze much of the country's manpower potential in lower, unskilled brackets.

The greatest untapped reservoir of skills, the report suggested, is that of persons who are discriminated against. Women in 1950 constituted only 3 per cent of craftsmen and foremen and 25 per cent of technicians. For women, the report said, "the barriers to the training and employment found in

many sectors of the American economy are particularly significant in the case of skilled work. In part, this may be justified where women leave without a significant period of productive work after their employers have made a training investment in them. However, a discrimination against women seems to be primarily a reflection of widespread social prejudices."

### **Automation to Become Top Labour Issue in '55?**

Automation, the process whereby factories are being operated more by machines than by labour, may be "1955's hottest labour dispute," predicted John Diebold, Editor of the new magazine *Automatic Control*, addressing the National Association of Manufacturers on December 3. Mr. Diebold believes that the introduction of technological changes will continue at a rapid but not "at breakneck speed" and that in terms of changed labour requirements, "the proportion of the economy that will be affected by automation is far smaller than most of the published predictions".

Speaking before the Congress of American Industry, the magazine editor pointed out how industry can "alleviate the rough spots" for labour. He said that increased requirements of firms installing automatic equipment has thus far absorbed those whose jobs have been taken by machines, and that "there is no reason to expect this process to cease".

### **Seek Full Pensions When Displaced by Automation**

Full pensions for workers retired prematurely because of "automation" were demanded by the Independent Petroleum Workers of New Jersey in year-end negotiations with the Esso Standard Oil Company. In addition, the union has requested a 5-per-cent general wage increase and a 36-hour work-week with 40 hours pay.

### **100 Canadian Loggers To Work in New Zealand**

One hundred Canadian loggers are leaving this month and next to cut pulpwood in New Zealand for the next three years. About 1,500 applied for the jobs.

A New Zealand logging company sent its superintendent to Canada to recruit the workers because of a labour shortage there—registered unemployed average fewer than 100; job vacancies, 25,000.

## **TLC Holds First Annual Advanced Labour Seminar**

An advanced labour education seminar, the first of its kind in Canada, was held in Banff, Alta., from November 14 to 27 under the auspices of the Trades and Labour Congress of Canada in co-operation with the Alberta Federation of Labour (TLC) and the Extension Department of the University of Alberta. More than 100 "students" attended.

During the two-week course, which was attended by both labour and management delegates, various aspects of collective bargaining, economics, leadership and communication, international affairs, TLC policy and the construction industry were discussed and studied. A short course in basic trade unionism was held at the same time.

The seminar, designed as another step in the educational program being carried out by the TLC, is not intended to replace the short course schools but rather to supplement them. Through the seminar, the Congress hopes to provide training for executive responsibility and to help union officers to play a more important role in the labour movement.

The methods of instruction used during the course were a combination of the lecture, seminar and workshop approach. In addition, members of the course exchanged information and ideas in organized study groups outside the regular class periods.

A prominent feature of the seminar was a panel discussion, where labour and management members participated in a mock collective bargaining discussion. During this session, which occupied an entire day on the agenda, the members "negotiated" the following points: monetary demands including wages, reduction in hours for the same take-home pay, pensions and fringe benefits, union security, management rights and responsibilities, seniority and production.

Among the several speakers who gave lectures and addressed the seminar were the following: Dr. Alfred Stenger, economic consultant for the Railway Brotherhoods; C. R. McCord, Director, Annuities Branch, federal Department of Labour; Gordon G. Cushing, Secretary-Treasurer of the TLC; J. T. Montague, Economics and Research Branch, federal Department of Labour; F. McCallister, Director of the Labour Education Division, Roosevelt College, Chicago; R. A. Mahoney, member of the Labour Relations Bureau Limited, Vancouver; A. E. Hemming, Executive Secretary and Publications Director of the TLC; Donald Cameron, Director of the

University of Alberta Extension Department and Executive Director of the Banff School of Advanced Management; Max Swerdlow, TLC Director of Organization and Education; and Frank Hall, Canadian Vice-president of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

According to the Trades and Labour Congress, efforts will be made to make the two-week seminar an annual event and a permanent feature of its educational program. As yet, no decision has been made on the date and place of the next meeting.

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## **NLRB Refuses to Help Enforce No-Raid Pact**

The United States National Labour Relations Board in a ruling last month indicated that it would not help the CIO and AFL to enforce their "no-raiding" pact. The Board was dealing with a test case involving a local of the International Chemical Workers' Union (AFL), its parent union and the United Rubber Workers of America (CIO) at a rubber plant in Keokuk, Iowa.

The AFL local bargained for the plant workers until 1952 and kept a skeleton local when the CIO Rubber Workers took over the plant. Last August, the skeleton AFL local challenged the CIO union's bargaining status and petitioned the NLRB for an election. The CIO Rubber Workers protested under the "no-raiding" pact.

The parent AFL union in October lifted the local's charter when it refused to drop the petition (L.G., Dec. 1954, p. 1674).

The AFL union and the CIO Rubber Workers jointly urged the NLRB to deny the local's election petition on the grounds that the local had lost its charter. The Board refused.

The NLRB three-member majority based its refusal on the "fact that the International Chemical Workers Union (AFL) did not file the petition herein" and "under these circumstances the Board is not concerned with internal disputes between a local and its parent organization". The Board ordered an election to be held within 30 days.

Two NLRB members opposed the decision. They felt the Board should permit the parent AFL union to withdraw the local's petition because the local had "filed no opposition" to the withdrawal request. They noted too that several AFL backers at the plant had recently asked the Board to revoke its certification of the CIO union. The decertification petition should be given precedence, they held.



## **Norway Recognizes Right Of All to Employment**

By an addition to the constitution, passed on November 16, Norway officially recognized the duty of the state to ensure that every able-bodied person can obtain a livelihood for himself through his work. The new section, however, is not legally binding upon the Government.

Supporters of the new paragraph in the Constitution urged, nevertheless, that it was important to establish the moral obligation of the state to see that all able-bodied workers obtain gainful employment, which they said was the right of every citizen.

An unofficial translation of the new section reads: "It is the duty of the authorities of the state to ensure such conditions that every able-bodied person can secure a livelihood for himself through his work."

During debate on the new section, parliamentary members recalled the unemployment of the 1930's, when as many as 38.8 per cent of the country's organized workers were jobless. Following the war, all parties agreed on a "joint-program" in which one of the major tasks of the Government would be to ensure full employment.

Though the program of full employment has been achieved and is now taken as a matter of course, the majority of Parliament felt that this should be formally recognized and explicitly established in statute form.

## **40-Per-Cent Drop in Immigration in Oct.**

Immigration to Canada in October declined by 40 per cent, from 18,624 new arrivals to 11,256, compared with the same month in 1953, according to figures released by the Department of Citizenship and Immigration.

In the ten-month period ending October 31, immigration declined by four per cent over the same period in 1953, from 143,722 to 138,109.

By ethnic groups, the largest number to arrive in October, 2,457, came from England. Other major ethnic groups arriving in the country were German, 2,452; Italian, 1,390 and Scottish, 1,020. In October 1953 the largest number of immigrants by racial origin were German, 4,191; Italian, 3,216; English, 2,642 and Dutch, 1,982.

Over the ten-month period the largest single group was from Germany, with 27,035 immigrants, followed by England (23,838), Italy (20,717) and Holland (15,764).

Immigration from the United States up to October 31 showed an increase of ten per cent, rising from 7,796 in 1953 to 8,555 in 1954. During October United States immigration to Canada declined by one per cent compared with October 1953, from 1,008 to 996.

## **Welfare Council to Study Immigrants' Deportation**

The deportation clause in the Immigration Act, although seldom used, is considered by some Canadian welfare agencies to be a threat to new immigrants, said B. M. Alexandor, QC, chairman of the Canadian Welfare Council's Committee on the Welfare Needs of Immigrants, after the Committee's first meeting last month.

Immigrants do not apply for help they may need, he pointed out, for fear of becoming a "public charge".

"Canada encourages people to come here because we need them for the economic development of the country," said Dr. Eugene Forsey, Canadian Congress of Labour representative on the Committee, "but if they get into difficulties through temporary unemployment, sickness or death, we insist on having the power to send them back."

The Welfare Council plans to study the problems connected with the deportation clause. It will also study problems regarding the eligibility of immigrant children for family allowances. At present, family allowances are not issued for children until they have lived in Canada for a year, Mr. Alexandor pointed out.

## **Seaway Project Provides Work for 500 Only**

In mid-December, only about 800 men were being employed on the St. Lawrence Seaway project—only about 500 on the Canadian side of the river.

Employment is expected to climb rapidly in the spring, however, when work will have begun at a number of construction sites.

About 100 men were brought from the Hawkesbury, Ont., area for crib work and to operate heavy machinery in the Cornwall section of the project, it was reported by J. R. Laframboise, Manager of the Cornwall office of the National Employment Service. Experienced men were not available there, he said.

## **Labour Briefs Presented to Provincial Govts.**

### **CCCL Demands Repeal Of Bills 19 and 20**

In its annual brief presented to the Quebec government November 30, the Canadian and Catholic Confederation of Labour asked the government of the province to take steps to facilitate the construction of housing, to reform the Labour Relations Board and to repeal Bills 19 and 20.

The CCCL suggested that "the total amount necessary for the construction of a one-family dwelling should be advanced, without interest, by the federal and provincial Governments".

This suggestion was rejected by the Premier, Hon. Maurice Duplessis, who said that it would be "giving away houses without solving anything".

Mr. Duplessis did not agree with the CCCL's suggestion that members of the Labour Relations Board should be appointed on the recommendation of labour and employers' associations. He also rejected their request for the repeal of Bills 19 and 20, stating that these measures are "absolutely necessary in the interests of workers and the general public".

### **Saskatchewan Federation Demands 40-Hour Week**

Establishment of a 40-hour, five-day week without loss of pay throughout the province was requested by the Saskatchewan Federation of Labour (CCL) in its annual brief presented to the provincial cabinet December 13. The Federation, which claims a membership of 11,000, said that the 40-hour, five-day week was urgently needed and called upon the government to legislate for it at the next session.

In its request for the shorter week, the labour body said that economic signs in Canada pointed to a peak figure of approximately 750,000 unemployed by early 1955 and that reduced hours would help arrest the drift towards recession, reinforce purchasing power and create more jobs.

"We respectfully suggest that the passage of this legislation is a duty for all governments in Canada but that this is particularly so for any administration holding the philosophy of the Saskatchewan government," the brief declared.

Amendment of the Trade Union Act so that "master" agreements and industry-wide collective bargaining are possible was urged by the Federation. "In these days of centralized control of industry, where personnel and collective bargaining policies

are determined at top levels, it is intolerable that unions should be continually submitted to masquerades in local negotiations, when the over-all company strategy is determined from headquarters," the brief argued.

The Federation added that by a series of small agreements, a company was able to perpetuate "inequities and piecemeal bargaining" while preventing the "united expression of will" of its employees.

Terming minimum wage and hours inspection inadequate, the Federation asked that the provincial Minimum Wage Board meet to consider increasing minimum wages to 90 cents an hour. It also urged the establishment of a province-wide minimum wage and improvement in inspection and enforcement of the Minimum Wage Act and Orders.

Enactment of a provincial Fair Wage Act was called for in order that wage floors be established for individual industries or groups of industries or for occupations and trades. In addition, the brief said that wage floors should be established by a board representing employers, organized employees and the government.

Among the other major requests contained in the Federation's brief were the following:—

Reduction of all exemptions from the Hours of Work Act with the view to ending them as soon as possible.

Closing of all retail stores at night.

Granting of at least one week's wages to workers when notice is given and who have been employed continuously for three months or more.

Amendment of the Workmen's Compensation Act.

Empowering the provincial Department of Labour under the Wages Recovery Act to collect sums owing to employees and to pay the workers these amounts.

Rejection by the provincial government of any pressures towards forced arbitration and any form of anti-strike legislation.

A request by the province that the Central Mortgage and Housing Corporation reduce from 20 to 15 per cent the income basis in the present subsidized housing plan and that family allowances be excluded from family income in calculating rents.

Ending of the jurisdiction of courts to grant an injunction, whether interim or permanent and secured *ex parte* or otherwise, against a trade union or employee in a dispute involving an employer.



## **B.C. Congress Suggests Unemployment Cures**

Unemployment problems placed high in the series of legislative proposals presented to the provincial cabinet on December 10 by the British Columbia Trade Union Congress (TLC).

The Congress, which represents most Trades and Labour Congress and American Federation of Labor unions in B.C., in its 10-page brief urged:—

A public works program including schools, roads, hospitals, low-rental housing and a gas pipeline.

Minimum wage law sufficient to ensure a living wage for worker and family, prohibition of one worker holding more than one full-time job and refusal of overtime permits except in emergency.

Encouragement to industry to provide maximum employment during winter and spring months.

Reduction of hours of work from 44 to 40 hours a week and eight hours in any one day.

The Congress brief also asked:—

Immediate action by the government to bring B.C. Electric under public ownership.

Grantings of no forest-management licences in "perpetuity"; nor extension of any licence over 21 years. Setting aside of adequate areas as public working circles.

A new natural resources policy was also urged by the Congress. It recommended a permanent standing committee on resources to lay out policies for the future based on the findings of such agencies as the B.C. Natural Resources Conference and including representatives of the government, University of British Columbia, agriculture, industry and labour.

The Trade Union Congress felt the government should develop all hydro potentials under its ownership.

It urged also that the government undertake construction of the proposed gas pipeline from the Peace River into Vancouver.

Also included in the brief were requests for:—

Increase of bonus payments to old age pensioners.

Deletion of sections of Labour Relations Act under which the Minister of Labour may ask the Supreme Court to decide if a strike or lockout is illegal.

Sending of provincial trade missions to foreign countries to boost trade.

Enactment of a provincial plumbing code.

Recognition of the right of civil servants to a "regulated bargaining procedure".

Prohibition of employment of minors in the serving of liquor in any type of licensed premises.

## **Provincial Organizations Hold Conventions**

### **N.S. Federation of Labour (CCL)**

The Nova Scotia Federation of Labour (CCL), at its 13th annual convention in Trenton November 15 to 17, urged the provincial government to appoint a deputy minister of labour "who will come from the ranks of labour".

The convention, attended by 150 delegates representing 40,000 workers in the province, found it "disappointing" that Nova Scotia had no separate Labour Department and protested the "inadequate" number of conciliation officers.

Resolutions were adopted urging that organized labour be given representation on the Atlantic Provinces Economic Council, the Maritime Industrial Development Board, and all other public boards and commissions.

Other resolutions adopted at the three-day meeting called for a five-day, 40-hour work week with no reduction in take-home pay, a minimum wage of \$1 per hour throughout the province, old-age pensions of \$65 per month at age 65, a subsidized low-rental housing program, government

operation of the province's power facilities, and government measures to remedy Nova Scotia's unemployment situation (the Federation estimated that 25,000 persons in the province were jobless).

The convention called on federation members to support the Co-operative Commonwealth Federation as labour's political arm.

The delegates approved a plan, presented by officials of the Nova Scotia Co-operative Union, to build a workers' vacation resort in Cape Breton. The resort for workers and their families would be owned and operated on a co-operative basis by trade unionists throughout the province.

Sid Oram of Sydney Mines was re-elected President of the Federation for his fourth consecutive term. Others re-elected were Martin Merner, First Vice-president; John Lynk, Second Vice-president; Ben O'Neil, Secretary-Treasurer; and Don Nicholson and Fred Nichol, executive board members.

Harry Terris was elected to the one vacancy on the executive board.

## **Saskatchewan Federation of Labour (CCL)**

A demand that the provincial government rescind an order "freezing" the wages of unionized employees of crown corporations highlighted the 11th annual convention of the Saskatchewan Federation of Labour (CCL) in Prince Albert, November 26-27. The convention, attended by 136 delegates, passed an emergency resolution noting that all negotiations were deadlocked between the employees of the Saskatchewan Power Corporation, Saskatchewan Government Telephones, the Saskatchewan Government Insurance Office and "other crown corporations and other government agencies".

The resolution said this situation exists because of a decree by the provincial Cabinet instructing all management groups bargaining on behalf of the government that they have no power to bargain on wages.

"This wage freeze decreed by the cabinet members nullifies the rights of free collective bargaining, and lends support to the anti-labour forces throughout the nation," the resolution said. In addition, the provincial cabinet's action was condemned as being "anti-labour, reactionary and completely dictatorial".

Among the most important of the 92 resolutions considered by the convention was one calling for vigorous action to curb unemployment. A broad federal program of public works, the introduction of the five-day, 40-hour week without reduction in pay on the provincial level, higher unemployment insurance benefits and an improved unemployment insurance administration were urged as measures for combating unemployment.

Amendments to the Trade Union, Holidays With Pay, Workmen's Compensation and Minimum Wage Acts were requested

by the convention. One resolution called for a 90-cents-an-hour minimum wage throughout the province.

For the fourth consecutive year, the Federation used the group discussion method of conducting business. Under this system, each delegate is assigned to one of 12 groups.

Federation President L. A. Gardiner of North Battleford was re-elected to his post as were Vice-president W. McClelland of Saskatoon, Secretary-Treasurer V. Secret of Moose Jaw and Recording Secretary J. Sawchyn of Regina. Others elected to the Federation's executive were Thomas Elliot, Saskatoon, Vice-president; and D. Young and G. West, both of Regina, as alternates to the executive.

## **Manitoba Federation of Labour (TLC)**

Formation of the first Manitoba Federation of Labour (TLC) was completed in Winnipeg early in December. With the exception of Prince Edward Island, Manitoba had been the only province without a TLC federation of labour.

The two-day convention that approved the Federation's formation was chaired by Donovan Swailes, Vice-president of the Winnipeg and District Labour Council (TLC) and was attended by 116 delegates. Mr. Swailes was elected first President of the new federation.

Executive officers elected at the convention were: Peter McSheffery, Flin Flon, Secretary-Treasurer; Mike Capri, Winnipeg, Vice-president for Greater Winnipeg; Henry Schallenberg, Flin Flon, Vice-president for North Manitoba; and Mike Sedik, Vice-president for the rest of Manitoba.

Convention delegates were welcomed by Winnipeg's Mayor Garnet Coulter, Labour Minister C. F. Greenlay and Manitoba Farmers' Union President J. Schulz.

## **House Building Climbs To New Peaks in Oct.**

Completions of dwellings in October were up sharply from September and higher than in October 1953. Starts, too, gained in both comparisons.

Up to the end of the month, completions were more than 6 per cent higher and starts more than 8 per cent greater than in the first ten months of 1953.

At the end of October, the number of houses under construction was almost 6 per cent greater than at the same time in 1953.

In each case the totals are new peaks for the period.

October completions totalled 13,039 compared with 8,615 in September and 12,109 in October 1953. In the ten months ending with October completions numbered 79,327 compared with 74,516 for the same 1953 period.

Starts on new dwellings in October numbered 13,097, up moderately from the 12,760 in September to make it the third highest monthly figure for the year and steeply above the 10,307 started in October 1953. New dwellings started in the ten months climbed to 97,424 compared with 89,978 in 1953.

The number of units under construction at October 31 rose to 75,456, compared with 71,340 a year earlier.



# Broadcasts on Seasonal Unemployment

Department of Labour produces series of nine broadcasts to be heard over 57 independent Canadian stations, one each week from January 9 until early March. Hon. Milton F. Gregg delivers the first address

During the week beginning January 9, the Department of Labour began a series of nine radio broadcasts carried by 57 stations to encourage more employment during the winter months when seasonal unemployment increases. The broadcasts, which will run into March, feature speakers from government, industry, business, labour and journalistic circles.

The opening broadcast was given by the Hon. Milton F. Gregg, Minister of Labour, who spoke on the "Outline of Seasonal Unemployment".

The succeeding speakers, their topics and the weeks during which they may be heard are as follows: January 16, Walter M. Murray, President, Canadian Retail Federation, "Do Our Buying Habits Cause Winter Unemployment?"; January 23, Miss Anne Francis, nationally-known commentator, "Why Wait For Spring?"; January 30, J. A. Calder, President, Canadian Manufacturers' Association, "Seasonal Unemployment—Can Manufacturing Industry Contribute to Solution of the Problem?"; February 6, Raymond Brunet, President, Canadian Construction Association, "Can Construction be Profitably Carried on in Winter?"; February 13, a description of a housing project being carried out by the Ottawa Trades and Labour Council as a positive example that such work can be done in the winter; February 20, R. F. Legget, Director, Division of Building Research, National Research Council, "Modern Techniques in Winter Construction"; and February 27, Michael Barkway, nationally-known journalist, "Final Analysis of Previous Broadcasts".

Another broadcast, to be developed by local employment offices of the National Employment Service, is tentatively scheduled for the week beginning March 6. As yet, the exact nature of the program to be presented and its title have not been decided.

In the opening talk, Mr. Gregg called seasonal unemployment "the one great robber" that Canada faces every year in good times and in bad. He said that it affects all of us because idle workers are not productive workers and the loss in wages and purchasing power of those who are seasonally unemployed is felt by us all.

Continuing his outline, Mr. Gregg said that seasonal unemployment is the result of weather conditions and our customs and traditions. Weather does interfere with economic activity, and our habits of buying during the Christmas season or during Easter have their effect upon employment, he said.

The Labour Minister noted that retail trade reaches its peak employment at December 1 and the clothing industry has its peaks in the spring and fall. Agricultural implements reach their peak demand in spring and summer while various industries—hotels, restaurants, laundries and dry cleaning establishments—reach their peak activity in July, August and September. Employment in the construction industry is highest in the early fall.

Mr. Gregg continued:

The most serious result of seasonal unemployment is the waste of manpower involved. Man-hours not used can never be regained. It is estimated that there are 250,000 Canadians seasonally unemployed each winter even in years of generally high employment. And if the economy slows a little, their numbers increase and with it the loss in wages. It is impossible to assess the effect in dollars of reduced output during the winter months, but in lost wages alone the figure would be many millions.

The Labour Minister said:

Another important consideration is the annual cost of helping maintain workers and their families who lose their jobs during the winter. During the months of December 1953 to April 1954, almost \$140,000,000 was paid out in unemployment insurance benefits, a large part of it to those seasonally unemployed. In addition, assistance is provided to others who are unemployed by provincial and municipal governments, welfare organizations and other agencies, and by individuals. The Canadian government has specifically recognized the problem of seasonal unemployment by the provision of "supplementary unemployment benefits" under the unemployment insurance program from January 1 to April 15 each year.

Mr. Gregg admitted that we could not change our climate and for this reason could not eliminate seasonal unemployment entirely. He said, however, that "wholehearted co-operation" by everyone,

*(Continued on page 73)*

# Vesting Provisions in Canadian Industrial Pension Plans

Worker's own contributions to pension plan invariably credited to him but considerable variety exists in practices followed in disposition of employer's contributions. This is 3rd article in pensions series

The basic purpose of a pension plan is to provide financially for workers after their retirement; but all workers do not continue working with the same firm until retirement. A worker may leave his job before reaching normal retirement age, and a problem then arises as to what should be done with the contributions to the pension plan made by him or on his behalf by his employer.

Analysis of the plans which form the basis of the present study indicates that the worker's own contributions are invariably credited to him. As will be seen later, there are significant differences in the manner of repayment, but he is seldom obliged to forego any part of the amount he has himself contributed to the pension fund.

In the disposition of the employer's contributions, however, there is considerably more variety in the practices followed. It is with this problem that the "vesting" provisions of a pension plan are designed to deal, by specifying whether any of the employer's contributions are to be credited to the worker, and if so under what conditions.

Vesting may be of importance to the worker under various circumstances. The occasion that arises most frequently is when the worker leaves his job before having attained the normal age of retirement. It is with this aspect of vesting that the present article deals. Other circumstances, not dealt with here, are those of disability or death before or after retirement or termination of employment. The article is further simplified in that it analyzes the vested right to the contributions paid for "future service" only, that is, for years of service after the introduction of a pension plan. It does not deal with the problem of vesting as it relates to "past service" contributions, which apply retroactively to an employee's years of service prior to the plan's introduction.

The great majority of the plans studied do provide for vesting of employer contributions. To say this, however, is to say very little, for the nature of vesting provisions varies greatly. Most plans set

This article, the third in a series, is based on a study of pension plans in effect in the larger Canadian establishments. The article deals with the various types of vesting provision found in Canadian industrial pension plans and shows the relative frequency of different provisions in the plans studied. The 214 plans studied are all in firms each of which, including their branch establishments, employs at least 500 workers. The plans cover both salaried employees and wage earners, and are representative of most sectors of Canadian industry. Other characteristics of the plans were described in the first article in this pension series, which dealt with contribution and benefit formulas, and appeared on pages 519-525 of the April issue. The second article (L.G., Sept. 1954, pp. 1238-1243) dealt with retirement policy.

forth conditions which must be met before the worker is entitled to vesting rights in any of the money contributed by his employer to the pension plan on his behalf.

For example, most plans do not provide for the full vesting of the employer's contributions if the worker leaves before putting in a certain minimum number of years of service, usually at least ten years. Under some plans a worker gradually builds up a vested right to a higher and higher proportion of his employer's contributions, year by year. In some cases he must achieve a particular age before he acquires vesting rights. Combinations of these requirements are found in many plans.

The nature of various types of vesting provisions is dealt with in this article, which also shows the extent to which they appear in the 214 pension plans studied. The article also deals with the method of repayment of contributions, and discusses briefly the impact of vesting provisions on labour mobility.

## Frequency of Vesting Provisions

Of the 214 plans which form the basis of the present study, 175 provide for the vesting of employer contributions and 39 do not.

One reason for the preponderance of plans with vesting (82 per cent) has to do with Canadian income tax requirements, which



provide certain standards of protection for the worker in regard to the vesting of the employer's contributions. An industrial pension plan must be approved by the Income Tax Division of the Department of National Revenue in order that the money contributed to the pension fund by an employer may be deductible for income tax purposes. One of the normal requirements for such approval<sup>1</sup> is that there must be full vesting of the employer's contributions by the time the worker has attained age 50, subject to his completion of 20 years of service with the company or participation in the plan.

Exception to this requirement is sometimes made under certain circumstances, for example, in the case of negotiated pension plans. If the Income Tax Division is satisfied that the pension plan has been negotiated through collective bargaining, it takes this as evidence that the plan is satisfactory to workers and management and may approve the plan, even though it lacks vesting provisions, if it otherwise meets desirable standards.

Types of Vesting Provision

From the worker's point of view, the most liberal type of vesting provision is that which gives him an immediate vested right to the employer's entire contributions. Such a plan gives him full freedom of movement, in that he can change his employment without losing any financial entitlement under the pension plan. Such plans are, however, comparatively expensive, and are not common. They are said to provide for "immediate vesting".

More commonly, a pension plan does not give the worker any benefits from the employer's contribution until he has been employed or has participated in the plan

for a certain number of years. If he leaves his job beforehand he is entitled to the benefits of his own contributions to the pension fund but not his employer's. This type of plan is said to provide for "deferred vesting".

Some plans provide for a system of "graded" vesting, whereby the proportion of the employer's contributions that vests in the employee increases year by year until the entire amount is vested. In other plans the employee has "full" vesting as soon as he has any vesting at all; there is no intermediate stage, such as occurs in "graded" plans, during which he has partial vesting rights. Plans with "full" vesting were slightly more common than plans with "graded" vesting among those studied.

By combining the two distinctions made above, it is possible to speak of four basic types of vesting provisions: (1) immediate full; (2) immediate graded; (3) deferred full; (4) deferred graded.

The first two types of plan are not common. Only six plans provide immediate full vesting of the employer's contributions, and only two immediate graded. More typically the worker has to put in a number of years of service before he acquires any vested rights. As shown in Table 1, 88 plans have deferred full and 79 have deferred graded vesting provisions.

Service Requirements for Vesting

As noted above, the Department of National Revenue will normally approve a plan which provides for the complete vesting of employer contributions by the time the worker has put in 20 years of service.

A substantial proportion of the pension plans studied, however, contained vesting provisions more liberal than this standard.

As shown in Table 2, about one-seventh of the plans with vesting provisions provide for full vesting by the time the worker has participated in the plan for 10 years. In

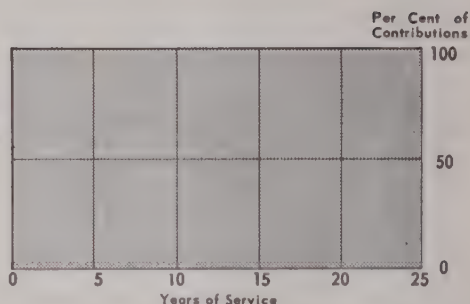
<sup>1</sup>Pension Plans for the Purpose of the Income Tax Division, Statement of Principles and Rules, issued by the Department of National Revenue, Taxation Division.

TABLE 1.—TYPES OF VESTING PROVISION IN 214 PENSION PLANS

Type of Provision	Number of Plans	Per Cent of Plans
Plans with no vesting provisions.....	39	18
Plans with "immediate full" vesting.....	6	3
Plans with "immediate graded" vesting.....	2	1
Plans with "deferred full" vesting.....	88	41
Plans with "deferred graded" vesting.....	79	37
Total with vesting.....	175	82
Total Plans.....	214	100

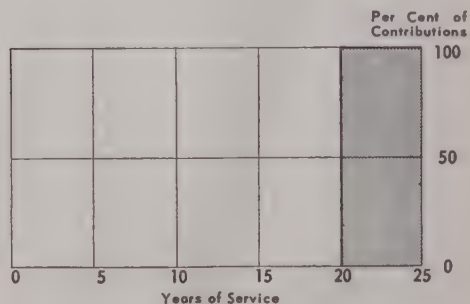
## TYPICAL VESTING FORMULAS

Only rarely is a worker unconditionally given an immediate vested right to his employer's entire contributions to a pension plan (immediate full vesting), thus: ➤



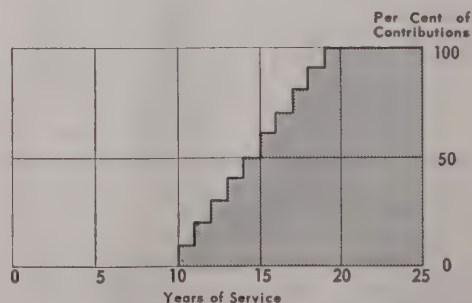
More commonly, he is not given any part of the employer's contributions until he has fulfilled certain requirements, usually a specified number of years of service.

In some plans, he is entitled to the full amount of the contributions after a stated number of years' service, e.g., 20 years' (known as deferred full vesting), thus: ➤

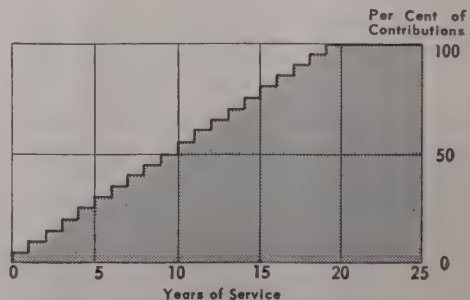


In another type of plan, he is entitled to a share of the contributions after a minimum service requirement is fulfilled, the share increasing by specified proportions until he is given a full vested right (this is described as graded vesting).

For example, under one formula, there are no vesting rights in the first ten years of service; at the end of 10 years, a vested right in 10 per cent of the contributions is given, increasing by 10 per cent each year so that full vesting rights are gained at the end of 19 years of service, thus: ➤



In some plans graded vesting may begin immediately the worker joins the plan: he becomes entitled to 5 per cent of the contributions in his first year of service and an additional 5 per cent each year until he achieves full vesting rights after having completed 20 years' service, thus: ➤





more than half the plans, however, full vesting occurs only after 20 years' service.

In 48 plans the worker has no vesting rights until the 20-year period has been completed. More commonly, however, the worker has built up fairly substantial vesting rights at an earlier stage.

A fairly typical formula grants the employee the right to 50 per cent of the employer's contributions after 10 years of service, with a 5-per-cent increase for each additional year of service, so that the employer's contributions vest in full after 20 years of service.

This and other common formulas are shown in Chart 1.

An attempt has been made, in Table 3, to show what the various plans offer the worker in regard to employer vesting at various stages in his working career.

A worker who has put in six years of service, for example, would have acquired no vesting rights under 184 of the 214 plans, the table shows. Under 10 plans, however, the worker with six years' service

would have acquired full vesting, while under the remaining 20 he would have acquired partial vesting rights.

A worker with 11 years' service would have acquired full vesting rights under 27 plans and partial rights under 72 others. He would still be without any vesting rights at all, however, under 115 plans, more than half the total.

After 15 years, as the table shows, the balance shifts, and a majority of the plans provide for at least 50-per-cent vesting of the employer's contributions.

By 20 years, of course, practically all the plans provide for full vesting, except for those plans which lack a vesting provision altogether.

Non-Service Requirements for Vesting

Although most pension plans refer to years of service in their vesting clauses, an appreciable number refer instead to years of participation in the plan. Some plans have both "service" and "participation" requirements.

TABLE 2.—SERVICE\* REQUIREMENTS FOR FULL VESTING IN 175 PENSION PLANS WITH VESTING PROVISIONS

	Plans with graded vesting before full vesting		Plans with full vesting only		Total	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
Plans with immediate full vesting.....			6	7	6	3
Plans with full vesting after:						
Less than 10 years.....			4	4	4	2
10 years.....	2	2	15	16	16	9
11-14 years.....	4	5			5	3
15 years.....	12	15	18	19	31	18
19 years.....	6	7			4	2
20 years.....	54	67	48	51	102	59
More than 20 years.....	3	4	3	3	7	4
Total.....	81	100	94	100	175	100

\* Some plans refer to years of "participation" rather than years of "service" in establishing the requirements for vesting. Some refer to both. For purposes of the present table, all plans have been included, and tabulated by years of service wherever possible; otherwise by years of participation.

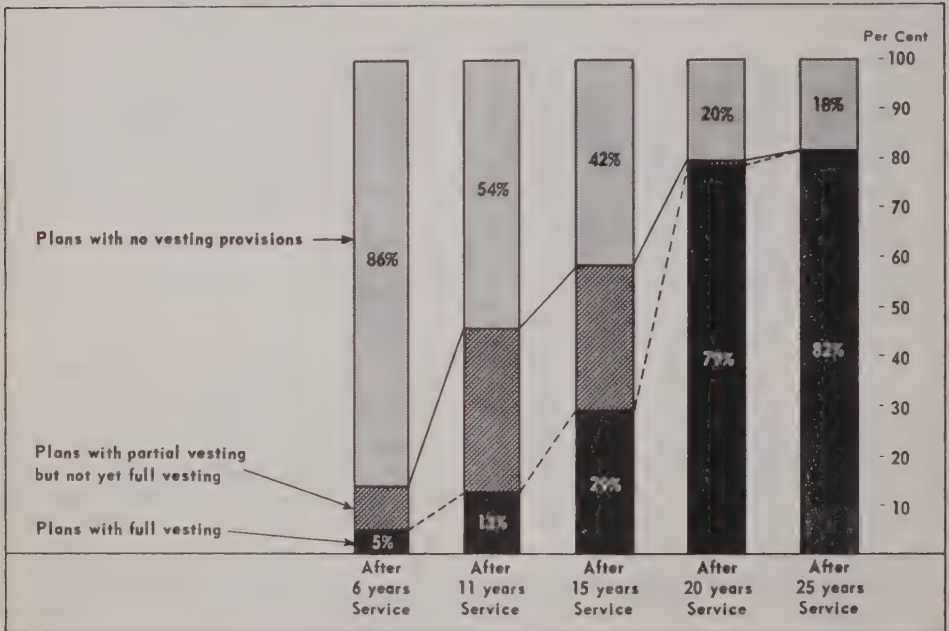
TABLE 3.—PROPORTION OF EMPLOYER'S CONTRIBUTIONS VESTING IN EMPLOYEE AFTER SELECTED PERIODS OF SERVICE\* IN 214 PENSION PLANS

Years of Service or Participation	Percentage of Employer's Contributions Vesting in Employee						Total
	Nil	10-24%	25-49%	50-74%	75-99%	100%	
	No. of Plans	No. of Plans	No. of Plans	No. of Plans	No. of Plans	No. of Plans	
6 years.....	184	8	8	4		10	214
11 years.....	115	27	13	31	1	27	214
15 years.....	90			47	16	61	214
20 years.....	42				3	169	214
25 years.....	39					175	214

\* Some plans refer to years of "participation" rather than years of "service" in establishing the requirements for vesting. Some refer to both. For purposes of the present table, all plans have been included, and tabulated by years of service wherever possible; otherwise by years of participation.

# CHART 2

## Extent to which Pension Plans Provide Vesting after Different Periods of Service



A requirement for "years of participation" in the plan is usually stricter than a service requirement. Many plans provide a waiting period before an employee may enter the pension plan. Thus, for an employee who starts work in a firm which already has a pension plan in operation, years of participation would be the same as years of service less any waiting period which may be required before entry into the plan.

The distinction between "years of service" and "years of participation" is also important when a plan is introduced. At the time a pension plan is set up, all employees have some "service" with the company, but no "participation" in the plan. A provision that allows an employee to count years of past service is obviously more useful to him than a clause allowing him to count only years of participation.

In Tables 2 and 3, plans which refer to years of participation (the minority) have been included with those which specify years of service, for purposes of convenience of analysis.

A number of plans include age requirements in their vesting formula. Usually, in such cases, a worker must reach a specified age *and also* have put in a specified number of years of service or participation in the plan before he is eligible for vesting.

Age requirements are seldom found in plans which provide for graded vesting, although this sometimes happens. In one plan a quite elaborate formula is used, providing for percentages of vesting which vary with both age group and years of service.

The age most frequently stipulated for male workers is 50 (see Table 4), in those plans which combine an age with a service or participation requirement. A lower age is sometimes set for females.

It should be noted that a few plans have a provision making age an *alternative* requirement to years of service. Under such plans an employee acquires full vesting rights at the age specified (usually 55) regardless of whether or not he has built up the customary service requirement.

### Contributory and Non-contributory Plans

A contributory pension plan is one to which the employee, as well as the employer, contributes; a non-contributory plan is one to which the employee does not contribute, being financed entirely by the employer. A wide degree of difference was found between the vesting practices of contributory and non-contributory pension plans.



Only one-third of the non-contributory pension plans have vesting provisions at all (13 out of 38), while more than 90 per cent of the contributory plans have vesting provisions. There are a number of possible reasons for this difference.

A non-contributory plan, since it is financed entirely by the employer, is naturally more expensive to the employer than a contributory plan, provided that other things, such as benefits granted, are equal. The elimination of vesting provisions makes it possible to achieve a higher level of retirement benefits for a given cost.

Further, many of the non-contributory plans are negotiated, and thus may not have to allow for the vesting of the employer's contributions in order to qualify for exemption from taxable income. Since benefit levels are likely to be the primary concern of employees or of union negotiators, the inclusion of liberal vesting provisions might not be pressed for in bargaining.\*

Non-negotiated plans, however, which are more likely to be contributory plans, must normally provide for full vesting after either the attainment of age 50, or the completion of 20 years of service or participation in the plan by the employee, in order to receive tax exemptions. Thus it is possible for the negotiated plan, which is more likely to be a non-contributory plan, to offer less liberal vesting provisions than a non-negotiated plan, and still to qualify for tax deductions.

### Disposition of Contributions

The worker who changes his employment is sometimes given the alternative of taking contributions in cash or in the form of a deferred annuity.

This is a matter which obviously has important implications as to the way in which industrial pension plans will meet the objective of providing security for workers in their old age.

In regard to the return of employer contributions, almost all the plans require the worker to take a deferred annuity.

**TABLE 4.—AGE REQUIREMENTS FOR COMPLETE VESTING IN 169 PENSION PLANS WITH DEFERRED VESTING PROVISIONS\***

No age requirement (years of service and/or participation only) .....	128
Age requirement combined with service and/or participation requirement .....	34
Age requirement alternative to service and/or participation requirement .....	7
	169

\* Includes 2 plans with "immediate graded" vesting.

This is the case in 165 out of 175 plans; in 6 of the other 10, the employee must take cash, while in 4 he is given an option of cash or annuity.

In many cases, of course, a worker will not remain in a job long enough to build up a vested right in the employer's contributions. If, however, he is able to invest his own contributions in a deferred annuity, he will have made some progress towards building up an income for himself when he retires, even though, by changing his employment, he loses his right to his employer's contributions.

The method by which his own contributions are returned to him thus acquires considerable significance.

Of a total of 173 plans for which there is information, in only 13 must the worker take a cash payment, compared to 56 plans in which he must take an annuity, to commence at normal retirement age or, in some cases, optionally earlier. In 104 plans the employee has the option of electing either an annuity or a cash payment. But this figure is partly misleading, for of these 104 plans, 97 have provisions for the vesting of the employer's contributions, and in 63 of these 97 plans the employee cannot elect a cash option if the employer's contributions are to vest. Thus there is a strong incentive for the employee to elect to take payment in the form of a deferred annuity, provided he has been with the company long enough to have established a vested right to at least some proportion of his employer's contributions. Further, in approximately one-fourth of the 160 plans where the employee must or may take an annuity, he may continue his contributions after the termination of his employment in order to build up his annuity.

When the employee's service with the company is short, however, since there is generally a waiting period before the employee can enter the pension plan, and since the employer's contributions generally do not vest in the employee until after a considerable period of time, there would be no loss to the employee selecting a cash

\*The interest of unions in this general problem is, however, illustrated by a resolution of the fourteenth Annual Convention of the Canadian Congress of Labour urging the Federal Government to establish an "industrial pension plan" which would allow pension plan credits to accrue irrespective of the number of employers a worker has been with (L.G., Oct. 1954, p. 1407).

option. Further, in 30 of the 104 cash-annuity option plans, where the employee's service has been short, or where his annuity would be small, he cannot elect the annuity option. Thus, it becomes difficult for a worker who changes his employment to build up an annuity for his old age through the various industrial pension plans to which he may become subject in his various jobs.

As mentioned earlier, the contributions made by an employee towards a pension plan generally vest in that employee immediately and in full, with no deduction being made for administrative expenses. Nevertheless, the interest accumulated on the employee's contributions, and in some cases the amount of the employee's contributions returned to him, vary (see Table 5). In 24 cases his contributions would be returned to him with compound interest, in 29 cases with simple interest, in 55 cases without interest, while in the 6 "other" cases only the cash surrender value of the policy would be returned to him if he terminated his employment within the first few years of service.

### Worker Security and Labour Mobility

While the basic purpose of a pension plan, from the employer's point of view, is to provide for the orderly retirement of the older worker, a secondary purpose may be to reduce turnover, particularly among his mature and skilled workers. If both these purposes operate effectively, the worker's security is assured in his old age and his mobility is curtailed during his working life. The vesting provision of a pension plan is the link between the worker's security and his mobility, and indicates the extent to which a worker may move from one job to another and still qualify for a pension on retirement.

Security under industrial pensions, as this study has shown, is not readily available

to the mobile worker. This type of worker has difficulty in building up his pension credits. He is usually not entitled to any of the employer contributions made on his behalf. Moreover, as regards the return of his own contributions, he has little to lose, from the short-run point of view, in electing to take them in cash rather than in the form of a deferred annuity. He may, in fact, be obliged to do so in order to meet the expenses involved in changing his employment. Obviously, it is to the worker's long-run advantage to build up whatever pension credits he can through deferred annuities.\*

By and large, however, the requirements for the complete vesting of the employer's contributions are such as to provide the fullest measure of security only to those workers who spend a substantial part of their working life with one employer (see Table 2). In only 12 of the 168 plans can the worker conceivably be entitled to full vesting with less than 10 years of service, and in 65 of them with less than 20 years of service. And in some of these cases, the attainment of a certain age, generally at least 45, is also required.

Consequently, the main area of conflict to be considered when dealing with vesting provisions is their impact upon labour mobility. While an employer instituting a pension plan desires thereby to be able to retire workers who have passed their productive peak, he also hopes to reduce the turnover of mature employees who would stand to lose financially should they terminate their employment prior to normal retirement age. The extent to which the

\*The Minister of Labour, Hon. Milton F. Gregg, called attention to this problem during the course of an address to the annual convention of the Canadian Congress of Labour last September (L.G., Oct., 1954, p. 1394).

**TABLE 5.—RETURN OF EMPLOYEE CONTRIBUTIONS ON TERMINATION OF EMPLOYMENT PRIOR TO NORMAL RETIREMENT AGE, IN 176 CONTRIBUTORY PLANS**

*Method of Payment*

Amount Returned	Cash	Deferred Annuity	Option of cash or annuity	Other <sup>(1)</sup>	Total
Accumulated Contributions only.....	9	5	40	1	55
Contributions plus Simple Interest.....	3	7	17	2	29
Contributions plus Compound Interest.....	1	3	20	0	24
Other.....	0	1	5	0	6
No Information.....	0	40	22	0	62
Total.....	13	56	104	3	176

<sup>(1)</sup> In one case, there is no information. In the other two cases, an annuity is paid, except to women under 35 in one case, and with less than 15 years of service in the other.



mature worker contemplating a shift in jobs would stand to lose would depend upon the vesting provisions of the plan by which he is covered. Area pension plans covering a number of employers within the same industry would tend to minimize the importance of vesting provisions. However, until such time as pension credits are automatically transferred from one job to

any other job, an area of conflict will exist between the employer's desire to retain skilled employees, by formulating the vesting provisions of his pension plan so as to make a shift in employment disadvantageous to such employees, and the employee's desire for liberal vesting provisions, so that a change of jobs would not entail a loss of pension credits.

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## 16th Annual Convention of the Congress of Industrial Organizations

Delegates give approval to opening of negotiations for merger with AFL. President Walter Reuther sounds warning that automation poses threat of mass unemployment. Program for economic progress outlined

Merger with the American Federation of Labour, possibly sometime this year, was one of the major issues and highlights of the 16th annual convention of the Congress of Industrial Organizations held in Los Angeles, December 6 to 11. The CIO executive received the approval of convention delegates to open negotiations with the AFL aimed at the formation of a labour organization of more than 15,000,000 members.

The 500 delegates, representing some 5,000,000 industrial workers in the United States and Canada, were warned by their President, Walter P. Reuther, that recent technological changes in industry pose the threat of mass unemployment if steps are not taken to offset this development.

Secretary of Labour James P. Mitchell condemned the "right to work" laws which exist in 17 states and which have been continually criticized by organized labour.

In a move to guard labour's multi-million dollar welfare funds, the CIO approved the establishment of a "watch dog" committee which will investigate any traces of corruption and racketeering in connection with these funds.

President Reuther stated that the no-raiding pact with the American Federation of Labour "has the cardinal principle of organic unity," in discussing proposed amalgamation. He expressed the hope that this unity would come about "at the earliest possible time".

"It is my belief," the CIO head declared, "that there is in both the AFL and CIO a keen desire to work constructively

together to push aside the obstacles to unity, in order that the division in the ranks of American labour may be ended. If that happens, we can look forward to accelerated progress by labour in America."

The CIO leader pledged that he would do everything he could to achieve a merger on an "honourable, forward-looking basis" but he did not specifically outline the essentials of such a pact.

George Meany, President of the American Federation of Labour, sent the CIO convention a message urging that the meeting of the merger committees of both labour organizations be held as soon as possible after the CIO convention. Speaking for 1,200,000 steelworkers, United Steelworkers President David J. MacDonald told the convention that members of both the CIO and the AFL wanted unity and needed it to achieve their maximum political, social and economic effectiveness. He assured small unions in both organizations that they need not fear being absorbed by the larger labour bodies.

Mr. MacDonald expressed confidence in Mr. Meany's good faith and in his ability to persuade his associates in the AFL to go along with an "honourable form" of unity that would safeguard the integrity of all unions.

Without unity, labour faces the prospect of being ground up in "innumerable meat-grinders," Mr. MacDonald warned. As a senior member of the CIO unity committee, he predicted that a merger would be achieved before the end of 1955.

A guarantee by the federal government that automatic factories will not result in mass unemployment and economic distress was asked by CIO President Reuther during the convention. In his annual report, the Congress head stressed his belief that immediate action was necessary if purchasing power was to keep up with the vast increases in productivity brought about by recent technological advances.

Mr. Reuther said that automation had opened up the possibility of abolishing poverty and raising living standards all over the world. He warned, however, that it could become a scourge unless steps were taken to ensure that the benefits of technological progress were shared equitably among all economic groups.

The CIO head said "social wisdom is called for to match scientific advances. The buying power of wages and salaries in this period must increase faster than the national economy's rising productivity—to make up for past lags and to give consumer income its much needed boost".

His program for economic progress contained the following major recommendations:—

1. Higher wages, improved welfare programs and a guaranteed annual wage.
2. An immediate increase of \$200 in the present personal income tax exemption of \$600 and other changes in tax policy to bolster consumer buying power.
3. Construction of at least 2,000,000 new housing units a year for the next 20 years.
4. Liberalization of the federal Social Security system and the public assistance programs administered by the states.
5. Adoption of a national health plan, with free choice of doctors and patients and with control of medical decisions left to the medical profession.
6. Overhauling of the unemployment insurance system to provide larger weekly payments over a longer period.
7. A rise in the federal minimum wage from the present level of 75 cents an hour to \$1.25.
8. Strengthening of the farm price support program to give farmers more income and to increase the consumption of farm products.
9. A Government policy of low-interest loans to small businesses.
10. Special help for chronically distressed areas, with a view to restoring full employment by attracting new industries to areas hit by the decline of textiles, coal mining and other depressed industries.
11. An expanded federal program for the construction of schools, hospitals, roads, airports, parks and other public services.

In a move to eliminate racketeering and corruption in connection with its multi-million dollar welfare funds, the Congress approved the establishment of a permanent committee to survey and investigate such funds. Under Arthur J. Goldberg, CIO general counsel, the "watchdog" committee will co-operate with all public law enforcement agencies. Mr. Goldberg warned that his committee would not wait for Government authorities to act before taking punitive action against corrupt elements.

The committee under Mr. Goldberg's direction will consist of Jacob S. Potofsky, President of the Amalgamated Clothing Workers of America; Joseph Curran, President of the National Maritime Union; and James G. Thimmes, Vice-president of the United Steelworkers of America.

Establishment of the new committee was approved by the unanimous vote of the convention delegates. Under a set of regulations, submitted by Mr. Goldberg on behalf of the committee, the following will apply to union welfare funds: all funds will be audited semi-annually by independent accountants; brokers performing no services will not receive fees or commissions; persons holding full-time jobs with unions or companies will receive no additional compensation for serving as fund trustees or administrators; insurance companies will be selected through competitive bidding; insurance carriers will make available to the parties and the union members protected by each fund a full statement on commissions, fees, dividends and claims experience, as well as a list of all persons to whom fees and dividends are paid; trustees and administrators will make annual reports to fund beneficiaries on all elements of fund financing; and all international unions will establish specific standards and conditions of performance for their locals and will act promptly to correct any abuses that occur.

State "right to work" laws which prohibit labour contract provisions that all workers must become union members were strongly criticized by Secretary of Labour James P. Mitchell, who brought the convention the greetings of President Eisenhower. Mr. Mitchell declared himself "categorically" opposed to such laws now in effect in 17 states, mostly in the South and the West.

The Labour Secretary said that states having such laws will find that they "do more harm than good". He said that such laws do not provide any jobs at all and also that "they result in undesirable limitations upon the freedom of workmen and women and their employers to bargain collectively".



Restricted union security and the undermining of the basic strength of labour organizations resulted from such legislation, the Labour Secretary said. He added that when employers and unions representing a majority of their employees agree on a union shop they should have the right to have one.

Along the organizational front, the CIO prepared to welcome back members of the International Fur and Leather Workers Union. The Congress expelled the current union five years ago on charges of Communist domination.

The action to grant a charter to workers seceding from the parent body came after a local representing some 6,000 members notified the Congress that it was prepared to leave the Fur Workers if it could re-enter the CIO. John V. Riffe, Executive Vice-president of the Congress, assured the workers they would be welcome.

The CIO will establish a Leather Workers Organizational Committee on a national scale in order to bring about the return of the expelled workers. Mr. Riffe expressed certainty that the 35,000 leather workers now in the fur union would come into the new group.

The guaranteed annual wage will be pressed by labour in the auto industry in 1955. President Reuther told convention delegates at the opening session. The CIO leader said that "a guaranteed annual wage is economically sound and morally right". He added that in the 1955 negotiations with the major auto companies "we'll nail down a guaranteed annual wage".

A demand for an independent labour party at the state and national level

received little consideration by the Congress. Replying to the request made by Michael J. Quill, President of the Transport Workers Union, Mr. Reuther said that the situation in the United States did not lend itself to the formation of a labour party with any real chance of success. The debate over political action was concluded with the unanimous adoption of a resolution endorsing the work on the CIO Political Action Committee and directing it to carry forward in its "traditional non-partisan manner".

Concerning the international sphere, the Congress approved a 9,000-word resolution on foreign policy calling for the Administration to cut tariffs as a means of encouraging trade and promoting the revival of European industries. For the first time, however, the CIO tempered its free trade position in another resolution that tariff reductions should not be destructive of basic American industries. This resolution was inserted at the insistence of President Emil Rieve of the Textile Workers Union, in view of the fact that fabric imports have had a considerable effect on the textile industry.

Walter Reuther was unanimously re-elected President of the Congress and all other members of the executive were returned to office without opposition.

CIO representatives on the committee negotiating merger with the AFL will consist of Mr. Reuther, Secretary-Treasurer James B. Carey and David J. MacDonald, President of the United Steelworkers of America.

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## 12<sup>th</sup> Federal-Provincial Farm Labour Conference

Slight increase in demand for immigrants for work on farms expected this year. Movements of farm workers curtailed in 1954 by unseasonal weather. Delegates agree farm labour agreements should be continued

An increased demand for immigrants for work on Canadian farms was forecast by representatives attending the 12th Federal-Provincial Farm Labour Conference in Ottawa December 9-10. The conference, chaired by Walter Dawson, Director of the Special Services Branch, Department of Labour, was attended by delegates from the federal and provincial governments, officials from the governments of the United Kingdom, the United States, the West German Federal Republic and the Nether-

lands, and observers from the International Labour Organization, the Canadian Federation of Agriculture, the Canadian National Railways and other interested organizations.

### Minister of Labour

The delegates were welcomed to the meeting by the Hon. Milton F. Gregg, Minister of Labour, who thanked them for the valuable work they were doing. He said that the co-operation which had been established at the conference in past meet-

ings had continued after the members had returned to their various jurisdictions. Mr. Gregg said that the need for an organized farm labour program was as great now as ever before and that the federal Government looked forward to the co-operation among governments and organizations interested in farm labour being extended to its fullest possible usefulness.

### **Deputy Minister of Labour**

A. H. Brown, Deputy Minister of Labour, told the delegates that 1953's conference had resulted in the raising of standards of selection among immigrant workers from the point of view of the extent of their farm experience and suitability for work in agriculture in Canada. He added that there had been a reduction in the number of farm immigrants who came to this country.

The Deputy Minister expressed the belief that there might be increasing difficulty in getting the types of immigrants from Europe that were required for farm labour and that this would result in emphasis being placed more on farm labour recruitment within Canada.

### **Canadian Federation of Agriculture**

Dr. H. H. Hannam, President of the Canadian Federation of Agriculture, told the conference that demands for farm workers would be as great if not a little greater in 1955 than they had been in 1954. He added that there might be a slight increase in the number of immigrants needed in 1955 for work on Canadian farms.

### **Provincial Reports**

During the conference, the various provincial representatives reviewed the agricultural conditions in their jurisdictions in the past year. Across the country, unseasonable weather reduced the anticipated crop yield with the result that estimated labour requirements were often too high and farmers could not use the available supply.

It was reported that owing to the decline in industrial employment, the farm-to-city movement was reversed for the first time since the war and that in a period of declining employment, workers tend to stay on the farms.

In Ontario, there are now some 1,600 farmers who are taking advantage of workmen's compensation legislation, it was reported.

It was further pointed out that because of extremely poor climatic conditions, the annual movement of workers to the West for the harvest failed to take place as farmers had no work available.

Still another example of the weather interfering with planned labour needs was cited with reference to Nova Scotia. Here, hurricane conditions so damaged the apple crop of the Annapolis Valley that the original estimate of 600 to 650 workers had to be reduced to approximately 200.

### **Immigration**

The German immigration movement of 1952 resulted in 1,465 workers coming to Canadian farms, the conference was told. Of this number, 1,237 have already paid for their passage—84 per cent of the total—and 228 are still in arrears. The 1953 movement saw 2,368 German workers brought over for farm work, of whom 1,721 have paid for their passage, roughly 84 per cent, and 647 still owe on this account.

In its review of the 1954 immigration program, the conference expressed satisfaction in the type of German farm workers who had come to Canada. Several delegates expressed the belief that the number of immigrants from Germany had been reduced because selection teams had required potential immigrants to have spent a year in farm work immediately before leaving for Canada.

The number of immigrants required for farm work in 1955 will probably be in excess of last year's total, conference members said, in making preliminary estimates of the requirements of the various regions throughout the country.

### **Other Business**

During the two-day conference, the delegates were addressed on the general economic outlook for Canada in 1955 by V. J. Macklin, Director of the Economics and Research Branch of the Department of Trade and Commerce. Walter E. Duffett, Director of the Economics and Research Branch, Department of Labour, outlined for the members the general employment outlook in the country for the coming year.

Working conditions on farms were discussed by the members with reference being made to such matters as workmen's compensation, hours of work, wages, social security, efficiency on farms, relations between farm operators and paid workers, living conditions and year-round employment. Leading the discussion on these aspects of farm labour were J. A. Carroll of the Ontario Department of Agriculture and Paul Casselman, Economics and Research Branch of the Department of Labour.

With respect to the Federal-Provincial farm-labour agreements for 1955-56, conference delegates expressed general agreement that the program should be continued.



# Fatal Industrial Accidents in Canada

## during the Third Quarter of 1954\*

44 more fatalities occurred in third quarter than in second quarter this year. Number recorded for July, August and September was 352

There were 352<sup>1</sup> industrial fatalities in Canada in the third quarter of 1954, according to the latest reports received by the Department of Labour. This marks an increase of 44 fatalities from the previous quarter, in which 308 were recorded, including 15 in a supplementary list.

During the quarter under review, three accidents resulted in the deaths of three persons in each case. On July 29, at Springhill, N.S., three coal miners were killed when a four-ton rock rolled down a mine shaft and struck the "rake" carrying the men to the surface. At Copper Cliff, Ont., three construction workers lost their lives on September 10, when a cable supporting the scaffold on which they were working snapped, hurling them 200 feet to the ground. Three employees of a Canadian telephone company were killed at Thule, Greenland, on September 12, when the aircraft in which they were travelling crashed while attempting to land.

Grouped by industries, the largest number of fatalities, 85, was recorded in the construction industry. Of these, 38 occurred in highway and bridge construction, 27 in buildings and structures and 20 in miscellaneous construction. In the previous three-month period, 46 fatalities were reported in construction, including 16 in buildings and structures and 15 in each of highway and bridge and miscellaneous construction groups.

Of the 53 accidental deaths reported in the mining industry during the quarter under review, 30 occurred in metalliferous mining, 13 in coal mining and 10 in non-metalliferous mining. In the preceding three months 41 fatalities were recorded in mining, including 28 in metalliferous mining and eight in non-metalliferous mining.

There were 46 industrial fatalities in manufacturing in the third quarter of 1954, of which 14 occurred in iron and steel, seven in non-metalliferous mineral products and

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

five in the wood products group. During the previous quarter 54 deaths were recorded, including 12 in wood products, 10 in iron and steel and eight in the pulp and paper industry.

Forty-six persons died as a result of accidents in the transportation industry during the third quarter of 1954. Of these, 19 were in steam railways, 11 in water transportation and nine in local and highway transportation. In the previous three-month period 52 fatalities were listed, of which 24 occurred in water transportation, 11 in steam railways and nine in local and highway transportation.

In the agriculture industry 39 fatalities have been recorded, an increase of 13 over the number reported in the previous quarter. During the third quarter of 1953, 44 fatalities were reported in this industry.

Accidents in the logging industry caused 38 deaths during July, August and September, compared with 45 in the previous three months. In the third quarter of the previous year accidents in logging cost the lives of 40 workers.

\*See Tables H-1 and H-2 at back of book.

<sup>1</sup>The number of industrial fatalities that occurred during the third quarter of 1954 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

An analysis of the causes of the 352 fatalities that occurred during the quarter shows that 94 (27 per cent) of the victims had been "struck by tools or machinery, moving vehicles or other objects". Within this group the largest number of deaths was caused by objects falling or flying in mines and quarries (17), landslides or cave-ins (13) and falling trees or limbs (11). "Collisions, derailments, wrecks, etc.," were responsible for 81 (23 per cent) of the total deaths during the period. These included 31 fatalities involving automobiles

and trucks, 18 as a result of tractor and loadmobile accidents and 16 involving watercraft. In the classification "falls and slips" 74 fatalities were reported. Of these, 73 were caused by falls to different levels.

By province of occurrence the largest number of fatalities was in Ontario, where there were 90. In Quebec, there were 76 and in British Columbia, 73.

During the quarter under review, there were 127 fatalities in July, 117 in August and 108 in September.

## Pay Boost Averts U.K. Rail Strike 3 Days before Scheduled Start

A national railway strike scheduled for midnight January 9 was called off in the United Kingdom on January 6 by the 400,000-member National Union of Railwaymen following negotiations with the Government and the British Transport Commission, which operates the state-owned railways. Following a day of negotiations, the union executive said that it had been given certain promises during the discussions and added: "We are of the opinion that the assurances create a satisfactory basis for immediate negotiation and settlement."

The rail union reported that the Transport Commission had pledged wage increases for the workers and that rates would be adjusted "in the light of past events". United Kingdom Labour Minister Sir Walter Monckton, when told the strike was cancelled, said that he was "very glad that reason has prevailed and prevented what would have been a great hardship to a great number of people".

Under the terms of the first part of a report issued by a government-appointed three-man court of inquiry, some 60,000 of the lowest paid workers on the railways will receive increases amounting to six shillings a week. The lower paid workers include porters and other starting grades. Track section men will receive five shillings more a week in the first year.

Union negotiators said on January 8 that the new increases, approved by the court of inquiry, should be accepted as a base rate on which a wage structure would be built. Machinery would then be established to deal with other rates and grades immediately, they said.

Wage increases for the first 60,000 workers will cost the railways about £1,000,000 a year, it is estimated. If the Transport Commission is forced to grant substantial increases to the remaining 350,000 workers, the total increase in the annual wage bill might rise as much as £15,000,000, it is reported.

The three-man commission, which was appointed when strike action became imminent, has stated that the new rates are to be effective from January 10 and that any further pay boosts will be retroactive to the same date. A settlement reached in October 1954 was subsequently rejected by the union. In 1953, the rail workers threatened strike action, which was cancelled when the Transport Commission granted wage increases of four shillings a week.

In an interim report, the court of inquiry said that since the nation had nationalized the railways, it had to be prepared to meet the cost of paying "fair and adequate wages." Rail union secretary J. Campbell, speaking for the 24-member executive of the labour organization, said, following the board's report, "if negotiations with the Transport Commission are not satisfactory, the strike will have to be reimposed".

During a little more than a year the Transport Commission has granted two wage increases. It has stated that its finances cannot support further pay boosts and that an increase in fares and freight rates would put it at a disadvantage in competition with road transport. Several weeks ago the Government refused to consider the granting of a subsidy, suggested by the union to meet the costs of pay increases.



## 50 Years Ago This Month

During past 12 months, employment less active than in previous year in some branches of Canadian industry, according to year-end review of labour conditions—in 1904. Export trade decreased during year

General activity of employment and industry prevailed throughout Canada during the past twelve months, though the year as compared with the last one showed in a few branches less uniformly busy conditions. Fishing and lumbering operations reported diminished returns, and the export trade of the country was not as heavy as in the previous year.

The years referred to above were 1903 and 1904. The remarks were contained in the January 1905 issue of the *LABOUR GAZETTE* in a year-end review.

The greatest economic development in 1904 took place in Manitoba and the Northwest Territories as large areas were opened for settlement and as immigration continued to be substantial.

Wages continued to rise throughout the year, though not at the same rate as in 1903, and the *GAZETTE* noted a number of instances where large groups of workers had had their wages reduced.

In Ontario, Manitoba and the Northwest Territories, wages for farm labour stayed at an "exceptionally high" level throughout the year. Experienced farm labour was receiving from \$25 to \$30 a month with board in Ontario during the summer while workers in Western Canada averaged from \$30 to \$40 a month with board during the harvesting season.

Wage reductions went into effect for workers in the lumbering industry both in Eastern and Western Canada. Work on reduced schedules was also noticeable in some manufacturing industries, particularly in plants producing iron goods.

The cost of living in Canada in 1904 was affected by a rise in the prices of several staple commodities. Bread prices increased about one cent a loaf. Fresh meats, cured meats, canned goods, fish products, potatoes, sugar and coal all increased in price during the year.

In its year-end résumé, the *GAZETTE* said that the "living expenses and standard of comfort of the working classes" were considerably affected by the scarcity of housing. Montreal, Quebec, Toronto, Hamilton and Guelph were cited as areas where housing was particularly short. One major reason

advanced for the shortage was the "reluctance of capitalists to invest in workmen's houses" because of the high price of lumber and other building materials, the increase in civic assessments and taxes, wage increases and the threat of strikes.

Progress in immigration in 1904 was called "exceptional". During the year, up to and including November, 122,247 immigrants arrived in Canada, the majority being sent direct to Winnipeg for settlement in the West. For the fiscal year ending June 30, the *GAZETTE* reported that Canada had received 130,330 new arrivals compared with 124,658 for the same period in 1903.

Far fewer strikes occurred in 1904 than in the previous year, the record standing at 103 compared with 160. The loss in working days caused by strikes and lockouts totalled 278,956 and the number of workers involved amounted to 15,665.

The two major industrial disputes during the year affected some 1,500 employees at the Dominion Iron and Steel Co. at Sydney, N.S. (*L.G.*, Aug., p. 1127), and 1,350 workers directly and 1,600 indirectly in the building trades industry in Toronto. Neither strike could compare with those which affected the coal miners, railway workers and longshoremen in 1903, the *GAZETTE* remarked.

Turning to the outstanding legal decisions of 1904 which affected labour, the *GAZETTE* cited the awarding of damages to the amount of \$12,500 against the Rossland Miners' Union "for intimidation and besetting during the progress of a strike".

Labour organizational activity decreased during 1904, compared with the previous year. During the year, 118 new unions were formed whereas 275 had been organized in 1903. The Trades and Labour Congress of Canada at its annual convention in Montreal reported a membership of 22,010. The TLC made an important addition to its staff during the year, a solicitor being appointed to look after legislation sought by the Congress.

# International Labour Organization

## 127<sup>th</sup> Session of ILO Governing Body

Forced labour scheduled for discussion at 1956 conference; 22 charges of violation of trade-union rights reviewed, five dismissed. Canada re-elected to all industrial committees, financial contribution cut

An expression of confidence in its Committee on Freedom of Association at the request of a member of the workers' delegation marked the closing stages of the 127th session of the Governing Body of the International Labour Organization held in Rome from November 8 to 20. The motion of confidence, which was passed by a vote of 33 in favour, with one abstention, resulted when a Netherlands delegate charged that a USSR representative had accused worker members on the Committee of being "partial".

In addition to beginning work on the problem of forced labour, which will be dealt with at the 1956 conference of the ILO, the Governing Body approved a new scale of contributions for member nations to the Organization, elected members to its major committees and discussed the possibility of amending the ILO constitution concerning the appointment of worker and employer delegates.

During the two-week session, the Canadian Government was represented by A. H. Brown, Deputy Minister of Labour, assisted by Paul Goulet, Director of the ILO Branch, Department of Labour. Hector Allard, Canadian Permanent Delegate to the European Office of the United Nations, and J. E. G. Hardy of the Canadian Embassy staff at Rome acted as substitute delegates.

### Freedom of Association

Violations of trade-union rights in 22 cases were reviewed by the Governing Body in the report of the Committee on Freedom of Association. Of this number, 15 were adjourned awaiting further consideration and observations from governments. Of the seven cases examined by the Committee, five relating to France (Sudan), the United Kingdom (British Guiana), the United States, Argentina and Costa Rica were dismissed.

The Committee presented interim reports on two cases relating to Iran and Greece. Most of the allegations submitted in these cases were considered not to constitute

infringements of trade-union rights. The Governing Body approved the report without opposition, the USSR government member abstaining in the vote.

### Forced Labour

The annual conference of the International Labour Organization in 1956 will debate the question of adopting an instrument on forced labour as the result of the unanimous vote of the 20 government members, the 10 employer and 10 worker delegates of the Governing Body.

At the authorization of the Governing Body, Director-General David A. Morse will query governments concerning an extension of standards on this matter. The ILO's 70 member countries will be asked whether they want an ILO Convention, which would require ratification by member states before coming into force, or an official Recommendation, which would not.

### Technical Assistance

Due to a continued shortage of funds in 1954, a decrease was registered in the number of ILO experts sent out under the ILO Technical Assistance Program, the Technical Assistance Committee reported to the Governing Body. A recent increase in funds had caused operations to pick up somewhat, the report noted.

The Governing Body agreed that Burma, Guatemala, Iran and Libya should be the centres of special evaluation inquiries in

Forced labour as a means of political punishment was condemned last month by the Social, Humanitarian and Cultural Committee of the United Nations General Assembly. The vote was 31 to 5, with the Communist bloc registering the opposition votes and 12 African-Asian nations abstaining.

The resolution condemns "the existence of systems of forced labour which are employed as a means of political coercion and punishment for holding or expressing political views, and which are on such a scale as to constitute an important element in the economy of a given country".



1955 and that India be added to the list of countries to be selected for special investigation in 1956.

Speaking for the worker members of the Governing Body, the General Secretary of the Indian National Trade Union Congress declared that the present volume of technical assistance was totally inadequate in relation to needs. He expressed the hope that financial support for the program would be substantially increased in the very near future.

### Membership on Committees

In reviewing membership on the Industrial Committee, the Advisory Committee on Salaried Employees and Professional Workers and the Committee on Work on Plantations, the Governing Body took note of the following principles in selecting members: the interest shown by applicant countries in the work of the committees on which they have served, the relative importance of the industry to the countries concerned and the desirability of obtaining an appropriate geographic representation.

As a result of a vote by the Committee on Industrial Committees, Canada was re-elected to the eight industrial committees but is not a member of those dealing with Salaried Employees and Professional Workers and Work on Plantations.

During the Governing Body's deliberations, several worker members proposed the establishment of two new industrial committees. At various times, the ILO has received requests for the establishment of committees which would cover the following industries: lumber and wood-working; non-ferrous metals; the hotel industry; the printing trades; the paper and paperboard trades; mines other than coal mines; paper and cellulose; the leather and shoe industries; glass and ceramics; sugar; margarine, oils and fats; bakeries; and clothing.

The request was rejected by the Governing Body by a vote of 24 to 11 with three abstentions. The Canadian Government member voted in favour of not establishing any new committees at this time.

### Other Matters

The 39th session of the International Labour Conference will be held in Geneva, opening June 6, 1956, the Governing Body decided after some debate. Among the items to be discussed at that time are the following: report of the Director-General, financial and budgetary questions, informations and reports on the application of

Conventions and Recommendations, vocational training in agriculture, and welfare facilities for workers.

A debate occurred on the number of other items to be discussed at the 1956 session, including the Director-General's law and practice reports on forced labour, weekly rest in commerce and offices, and living and working conditions of indigenous populations in independent countries.

Several government members, including Mr. Brown, indicated a preference for discussion of two new items only, in order not to overload the agenda. A vote was taken which favoured discussion of the three reports by 21 to 17, with one abstention.

As a result of discussions by the Committee on Allocations, Canada's contribution for 1956 will be 3.63 per cent of the total budget as compared with 3.98 per cent in 1955. Both the Canadian and the Australian government members recommended that the scale of contributions approach more closely that in effect in the United Nations.

A Canadian proposal that the ILO scale be brought into line with the UN standard in three equal steps over the years 1957, 1958 and 1959 was referred to the next session of the Governing Body.

Proposals for holding an *ad hoc* meeting on conditions of employment in civil aviation some time in 1956 received the approval of the Governing Body, with Canada voting against the proposal. The Canadian and United States government members did not feel that such a meeting was required at the present time.

On the question of whether the proposed meeting is to be tripartite or bipartite, the Canadian government member voted with the majority that only worker and employer delegates should be in attendance.

A proposal from the worker members that the ILO's constitution be revised in order that worker and employer delegates be nominated "by organizations of workers and employers which are free and independent of their governments" was postponed until the next session of the Governing Body. The constitution at present provides that governments must nominate worker and employer delegates chosen "in agreement" with the "most representative" worker and employer organizations of the country. The workers' members agreed not to press for a decision on their proposal after government representatives had explained that they had not had time to consult their governments.



## 1,200 Attend Open House

More than 1,200 persons—almost half the population of Ocean Falls, B.C.—took advantage of the opportunity afforded them to see the Crown Zellerbach Canada Limited plant in operation when the company staged an elaborate “Open House” party.

The visitors arrived singly and by family groups to see how paper is made, and to study with interest the intricate machinery that turns it out.

The guests were met at the gates of the plant by R. R. Ferguson, resident Manager, and T. W. Terry, President of Local 3125, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and were then ushered to registration tables, given a tour pamphlet, and in groups of eight to twelve made the rounds. Each group had a guide, drawn from departments of the operation, including supervisors, engineers, office staff and operators.

The event was scheduled to begin at 2 o'clock in the afternoon but long before the appointed hour guests were streaming across the bridge leading to the main gates of the plant.

Starting at the sawmill, the tour took the guests through the entire process of manufacturing paper, from the log to the finished sheet, and gave them a close look at the operation.

Sponsored by the Labour-Management Committee at Crown Zellerbach, the “Open House” is an annual event at Ocean Falls; but this year it had a little extra significance. This was the 40th anniversary of the establishment in Ocean Falls of Crown Zellerbach as an incorporated company. The theme of the “Open House” was woven around this fact and the committee prepared to handle the largest number of visitors in its history.

A nursery was set up, with the help of the women of the swimming club, to look after the children who were too young to accompany their parents through the plant; this turned out to be a very successful operation.

After the tour, the guests were served refreshments at a local hotel, with the women workers from the plant finishing room acting as hostesses.

As a sideline to the tour there was an essay contest for the children of the town, sponsored by the officials in charge of the “Open House”, the students being divided into two groups—elementary and high school. Naturally, the scholars gave guides a lively time with their numerous questions about plant operations.

\* \* \*

A recent issue of the *Accident Prevention Bulletin*, published in Sydney, Australia, carried an excerpt from a story on safety procedures which was carried originally in *Teamwork in Industry*, published by this Department.

## Keep Safety Rules, LMPC Urges

*Naugatalk*, publication of the LMPC at Naugatalk Chemicals, division of Dominion Rubber Company Limited, Elmira, Ont., draws attention in a brief article to the importance of employees keeping inviolate safety rules instituted by their company.

Used as the “horrible example” in the article is the “sneak smoker”—the fellow who always wants to take a few puffs when he is in some area where smoking is prohibited by company rules.

The story cites the adverse results of one such episode. In a rubber company plant in the United States a number of employees were put out of work for a week and damage amounting to \$11,000 was caused by a fire believed started by an employee “stealing” a smoke.

Fortunately, most employees in most plants are safety-conscious and will not engage in practices that endanger life and property.

Through constant reminders to employees, the smoking in non-smoking areas can be kept to a minimum if not eliminated. LMPCs can help greatly in this work with oral and written messages to employees.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.



# Industrial Relations and Conciliation

## Arbitrator Makes Award in Dispute of Railways, Non-Operating Unions

Chief Justice Sloan's award, received November 22, brings to an end a dispute that began more than a year earlier, on November 2, 1953

On November 22, 1954, the Hon. Milton F. Gregg, Minister of Labour, on the request of the parties concerned, made known the award of the arbitrator, Chief Justice Gordon McG. Sloan, in the dispute between the non-operating railway employees and the railway companies. The complete text of the award is reprinted below.

The award, effective January 1, 1955, grants, in part, two of the employees' four requests.

Both parties to the dispute agreed in August to accept arbitration, after negotiations had become deadlocked. These negotiations followed formal conciliation proceedings under the provisions of the Industrial Relations and Disputes Investigation Act and a vote by members of the unions involved in favour of strike action. The Prime Minister, Rt. Hon. Louis S. St. Laurent, had intimated during the post-conciliation period that if the dispute were not settled he would summon Parliament for an emergency session and recommend that Parliament provide for compulsory arbitration. Later that month Chief Justice Gordon McG. Sloan was appointed arbitrator.

Parties to the dispute were the Canadian National Railways, Canadian Pacific Railway Company, certain of their ancillary and subsidiary operations, Ontario Northland Railway, and Toronto, Hamilton and Buffalo Railway Company, and 14 international and national railway unions, representing 145,000 non-operating employees (excluding water transport employees) as follows:

Brotherhood of Maintenance of Way Employees;

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees;

International Association of Machinists;  
International Moulders and Foundry Workers Union of North America;

Sheet Metal Workers International Association;

United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of the United States and Canada;

International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers;

Brotherhood of Railway Carmen of America;

International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers;

International Brotherhood of Electrical Workers;

Commercial Telegraphers' Union;

Brotherhood of Railroad Signalmen of America;

Canadian Brotherhood of Railway Employees and Other Transport Workers;

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants.

The existing agreement between the railway companies and the unions representing their non-operating employees was due to expire December 1, 1953. In the previous September, the unions' joint negotiating committee, under the chairmanship of Frank H. Hall, met in Montreal to formulate the terms of the revisions they would seek in the new agreements. It was agreed at this meeting not to ask for pay increases but to seek fringe benefits.

On November 2, the General Chairman, Mr. Hall, served notice on the companies as follows:

Dear Sir:

Please accept this as a notice served in accordance with the procedures of the Industrial Relations and Disputes Investigation Act and provisions of existing agree-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

ments, of desire to revise and supplement said agreements to make effective the following proposals:

1. Effective with the calendar year 1954 all employees shall be given holidays off with pay each year as follows—

New Year's Day  
Good Friday  
Victoria Day  
Dominion Day  
Labour Day  
Thanksgiving Day  
Remembrance Day  
Christmas Day

and

such other days as may be designated or proclaimed to be holidays by the Federal Government.

If an employee performs any service on any such holiday he shall be paid not less than eight (8) hours at double his regular rate of pay, in addition to the regular pay for that holiday.

If any of the holidays specified and referred to above shall fall on an assigned rest day of an employee, the next following assigned work day shall be considered as that employee's holiday.

2. Annual vacations with pay rules shall be revised to provide the following—

(a) An employee shall be allowed vacation with pay for service rendered in the first calendar year on the basis of one day's vacation for each twenty-five (25) days' service, or major portion thereof;

(b) After one year of service, ten consecutive working days vacation;

(c) After ten years' service, fifteen (15) consecutive working days' vacation;

(d) After fifteen years' service, twenty (20) consecutive working days' vacation;

(e) Provisions as to vacation qualifications in the respective agreements shall be modified consistent with the foregoing;

(f) Time off because of sickness, injury, jury duty, court attendance or committee work, whether compensated or not, and all paid holidays, shall be counted as service in computing the number of days of service necessary to qualify for a vacation;

(g) An employee qualified for vacation with pay who leaves the service for any reason shall be granted full vacation pay earned up to the time of the termination of his service. This shall include pay for vacation earned in the preceding year and not yet granted, and the vacation earned in the current year;

(h) If a paid holiday shall fall during the employee's vacation period, he shall be granted one additional day of vacation for each such holiday;

(i) If the employee performs service on any day in his vacation period, he shall be paid for each such day not less than eight hours' pay, at double the regular rate of his position, in addition to his vacation pay; service beyond eight hours shall be paid at double the regular rate of his position;

If the railway does not grant actual time off for all vacation due, the employee shall be paid in accordance with this clause, for a period during the calendar year equivalent to the vacation to which he is entitled;

(j) If any employee shall leave the service of the railway to enter the armed forces retaining his seniority rights with the railway, he shall be entitled to whatever part of his full vacation pay earned in the preceding and current calendar years shall not have been given him at the time of leaving. Time spent in the armed forces during which seniority is accumulating shall be considered continuous service;

(k) Nothing herein shall be construed to deprive any employee of such additional vacation days or more favourable practice as he may be entitled to receive under any existing rule, understanding or custom, which additional vacation days or more favourable practice shall be accorded under and in accordance with the terms of such existing rule, understanding or custom.

3. Employees shall be allowed up to eighteen (18) days' pay per year for time lost on account of sickness. Unused days shall be cumulated to an employee's credit.

4. Any employee who performs service on a Sunday which is not his rest day shall be paid for a minimum of eight hours at one and one-half times the applicable straight time hourly rate of pay. Any employee who performs service on a Sunday which is his rest day shall be paid for a minimum of eight hours at double the applicable straight time hourly rate of pay. Service beyond eight hours on any Sunday shall be compensated at double the applicable straight time hourly rate of pay.

It is requested that this matter be dealt with in joint conference with the railways who were parties to the "Master Agreement" of February 7, 1953, on whom similar notices are being served, and the various organizations listed hereunder on a national basis, as has been customary for a great number of years.

Brotherhood of Maintenance of Way Employees.

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Division No. 4, Railway Employees' Department, A.F. of L.

Canadian National Railway System Federation No. 11.

Brotherhood of Railway Carmen of America.

International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers.

International Brotherhood of Electrical Workers.

Commercial Telegraphers' Union.

Brotherhood of Railroad Signalmen of America.

Canadian Brotherhood of Railway Employees and Other Transport Workers.

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants.



It is desired that a conference be held at the earliest practicable date, at least prior to November 23, 1953. Will you kindly confer with the other railways and advise as to the date on which it will be agreeable to meet with the Joint Negotiating Committee, with a copy to Messrs. F. H. Hall, Chairman, and G. R. Pawson, Secretary, whose addresses are, respectively,

1029 University Tower,  
Montreal, Que.,  
and

17 Macdonnell Avenue,  
Toronto 3. Ont.

Yours very truly,  
General Chairman.

The railway companies rejected the unions' demands on the ground that their present economic circumstances did not permit them to accept any of the proposals.

They estimated that the cost involved in acceptance of these requests would be in excess of \$60,000,000. (The union's estimate was \$34,000,000.) The present revenue of the railways, the companies stated, was already insufficient for current needs and business prospects for the year were uncertain. With competition increasing in intensity and effectiveness, it would become more difficult to recover additional costs through the medium of increased freight rates. For these reasons and the obligation of safeguarding their financial stability, the companies stated they could not accept any further increases in costs. They made no counter proposals.

On failure to arrive at a settlement, the union negotiating committee requested the Minister of Labour to conciliate the dispute and two senior officers of the Department of Labour were appointed by him.

Their efforts were unsuccessful and, on December 31, 1953, the Minister established a Board of Conciliation under the provisions of the Industrial Relations and Disputes Investigation Act.

The Board was under the chairmanship of the Hon. Mr. Justice R. L. Kellock, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Marshall M. Porter, QC, of Calgary, the companies' nominee, and A. J. Wickens, QC, Moose Jaw, nominee of the unions.

The Board met the parties to the dispute in February in Montreal and, being unable to resolve the differences between them, the members of the Board submitted their reports and recommendations to the Minister of Labour on April 26, 1954.

In summary, the recommendations contained in the reports were as follows: (For complete text, see L.G., June 1954, p. 817.)

### (1) Holidays with Pay

*Mr. Justice Kellock's Recommendations*—Three days and continuation of present practice in regard to the other demands.

*Mr. Wickens' Recommendations*—Seven days;

Time and a half in addition for all employees for *any* time worked on those holidays, with a minimum of four hours for a call out; that minimum to be varied up or down according to local or special conditions, by negotiations between the parties;

An employee whose regular tour of duty falls on a statutory holiday to be granted an alternative day, to be arranged with the company;

An employee whose annual holiday includes a statutory holiday to receive an extra day in the annual holiday.

### (2) Vacations with Pay

*Mr. Justice Kellock's Recommendations*—Three weeks with pay after 25 years' service;

Entitlement to first paid vacation to be on basis of a year regardless of whether or not the required length of service falls across two calendar years;

On separation from employment, full vacation pay earned up to time of termination of service;

An employee who leaves to enter the armed forces and retains his seniority rights with the railway to be entitled to whatever part of his full vacation pay earned in the preceding and current calendar years he has not received at time of leaving.

*Mr. Wickens' Recommendations*—Monthly-rated employees to continue as now, two weeks with pay after one year;

Hourly-rated employees to receive one week with pay after one year and two weeks with pay after two years;

All to receive three weeks with pay after 15 years' service;

The number of working days or days considered worked to constitute a year's service to be determined by agreement between the parties;

Years of service to be computed from the date of commencement of service, not as at present.

### (3) Sick Leave with Pay

*Mr. Justice Kellock's Recommendations*—Although he could not recommend the proposal in its present form, Mr. Justice Kellock was of the opinion that the time has come when a suitable plan should be devised, and recommended that the railways take or continue steps to that end.

*Mr. Wickens' Recommendations*—This question to be referred to the pensions negotiating committee and the companies, to work out a comprehensive jointly contributory scheme covering all employees.

#### (4) Payment for Sunday Work

*Board's Recommendation*—Not recommended by Board.

NOTE: In his report, Mr. Porter counselled the unions to refrain from pressing any of their demands at this time.

The recommendations made by the Board were rejected by the unions and the railway companies. The unions said that the matters in dispute were being submitted to the employees affected for an expression of their willingness to withdraw from railway service in the event that subsequent negotiations would prove unsuccessful. The companies stated that their financial position did not permit them to undertake any additional expense.

The Minister of Labour then requested the parties to resume negotiations, which they agreed to do, but on June 22 they informed him that no settlement emerged from their discussions.

The joint negotiating committee then proceeded with its plans for the taking of a strike ballot and on August 11 the result was announced. About 90 per cent of the members, the committee reported, had voted in favour of strike action; no date for the strike was announced.

Following this, the Minister of Labour made one more attempt to mediate the dispute. His efforts, however, were unsuccessful and the Prime Minister, who was on vacation at the time, returned to Ottawa and made a last-minute attempt to bring the parties into agreement, but they were again unable to bridge their differences.

When the resources of negotiation between the two sides were exhausted, the Prime Minister requested them to agree to arbitrate the dispute. If they could not agree to do so, the only course open to the Government would be to call Parliament into session to deal with the situation, he said.

The railways indicated willingness to accept arbitration, in the following statement:

Montreal, August 19, 1954.

Donald Gordon, President of the Canadian National Railways; W. A. Mather, President of the Canadian Pacific Railway Company; N. R. Crump, Vice-President of

the Canadian Pacific Railway Company; W. H. Hobbs, Vice-President, Canadian National Railways; P. W. Hankinson, General Manager, Toronto, Hamilton & Buffalo Railway; and A. Freeman, General Manager, Ontario Northland Railway, the heads of Canada's railways who were involved in recent labour discussions, said today that during the discussions which were renewed at the request of the Prime Minister every possible avenue was explored with a view to affecting a settlement but that it was found impossible to reach an agreement on all points at issue which could be considered reasonable or practical, and an offer made by the railways to arbitrate the points remaining under dispute was unacceptable to the Joint Negotiating Committee of the Non-Operating Labour Organizations. In these circumstances both parties reported the situation to the Prime Minister and to the Minister of Labour.

In due course and in answer to a question from the Prime Minister, Railway Management agreed to having the whole dispute referred to arbitration as appointed by Government for a settlement which would be binding on all parties. In these circumstances the railways do not feel free to make public any proposals made during the effort to reach a settlement in view of the stipulation during the conversations with the Joint Negotiating Committee that all proposals made in an effort to reach a settlement were to be withdrawn if negotiations should be broken off.

In the circumstances, Mr. Hall recommended to the joint negotiating committee to accept arbitration, in the following statement:

In view of developments concerning our dispute with the railways, including the fact that we have been informed the government will take steps to prevent exercise of the strike mandate we have from the employees, I have given agonizing reappraisal to our position in the matter. The Prime Minister's statement that a special session of Parliament will be called to deal with the subject following the setting of a date for withdrawal from service, implies, of course, that arbitration of the dispute will be imposed as it was in a former dispute.

The certainty of this causes me to recommend that we now agree to accept arbitration, thus obviating the necessity for calling a special session of Parliament and relieving the country of the expenses this would entail.

There is not, of course, any essential difference between compulsory arbitration as contemplated by the government and acceptance of arbitration under duress.

Under all the circumstances, particularly that those we represent are being deprived of the right to strike which they have always held in common with other Canadian workers, and as a measure of personal and official protest against this repression and discrimination, I have decided to submit my resignation as Chairman of the Negotiating Committee. This I do with much regret.

I shall call a meeting of our policy-making body, the General Conference Committee, at as early a date as possible, and shall then



request acceptance of this resignation. I shall of course continue as a member of the Committee representing the organization of which I am an officer and will, at all times, do whatever I can to advance the welfare of the railway workers we serve.

I hope you will concur in my recommendation concerning arbitration.

Immediately thereafter, the Prime Minister issued the following statement to the press:

After most intensive and serious discussions between the representatives of the railways and the negotiating committee representing their non-operating employees towards finding a solution to the settlement of the issues in dispute, it appeared at noon-hour today that all hope of a negotiated settlement had disappeared.

I stated to the representatives of the press at that time that the next step to be taken in the matter would be considered and decided by the Cabinet.

However, shortly after noon-hour, the Minister of Labour and myself received a message from the chairman of the negotiating committee of the unions, which was assembled in a room in the East Block, informing us that after reviewing the situation as it had developed in the course of the last stages of the negotiations, the committee was prepared to submit all issues in dispute to voluntary arbitration.

I told the committee then, and I repeat now on behalf of the Government of Canada, that I considered this decision to be an act of patriotic labour statesmanship for which the people of Canada will be very grateful.

I would say further that this action on the part of the committee is evidence, if such evidence were needed, to demonstrate the willingness of labour in this country to consider not only their own interests but the interests of the railways and the people of Canada generally.

The railways having also agreed to arbitration, further discussions are being held this afternoon to work out the arrangements for giving effect to the agreement for voluntary arbitration.

Following agreement by the joint negotiating committee to arbitrate the dispute and the subsequent resignation of its chairman, Frank H. Hall, the committee issued the following statement, signed by H. Smith, vice-chairman, and G. H. Pawson, secretary.

The committee has reviewed the situation brought about by this morning's discussions, and has given consideration to the resignation of its chairman, Mr. Frank H. Hall. The recommendation of Mr. Hall that the committee agree to arbitration of its dispute with the railways as an alternative to the imposition of arbitration by Parliament has its unanimous approval, repugnant as this course may be. The matters to be arbitrated are the original proposals of the unions as submitted to the railways, namely:

payment for eight statutory holidays for all employees; improved vacations with pay; payment for time lost on account of sickness; and punitive overtime payment for scheduled Sunday work. In the recent discussions with the railways there was some narrowing of the respective positions on these issues, but this did not reach the point of acceptance.

The committee deplores the fact that the pending arbitration proceedings involve further delay in disposing of the matters in controversy (particularly because negotiations have already lasted over eight months); however, this further delay should be less in any case than that which would have been brought about by the imposition of compulsory arbitration by Parliament. We cannot escape the conclusion, however, that railway workers find themselves in a most invidious position in that the normal process of collective bargaining and their rights at law (the Industrial Relations and Disputes Investigation Act) are seriously compromised by the threat of parliamentary action when a strike is threatened. It appears obvious to us that the railways base their policy in relation to collective bargaining on the fact that the collective strength of the employees is nullified by the certainty of government interference when negotiations break down. Thus, it is apparent that railway workers are faced with a problem and situation not shared by workers in any other industry, and an answer must be found to this. The outcome of the present controversy will, to a considerable extent, affect the thinking of the employees.

The committee has also given consideration to the resignation of its chairman, Mr. Hall, and has reached the conclusion that the committee has no authority to pass upon the matter. Mr. Hall was elected as chairman of the Joint Negotiating Committee by the policy-making body, the general conference committee of these associated unions. His resignation must be placed before that body. In the meantime, however we unanimously concur with his views on the situation. He remains as a member of the committee, and thus we are not deprived of his experience and assistance. The vice-chairman of the Committee, Mr. Harry Smith, president of the Affiliated shop crafts, acts as chairman in the meantime.

The Negotiating Committee will recommend to the general conference committee that Mr. Hall's resignation be not accepted.

Terms of reference of the arbitrator were subsequently agreed upon by both parties and the parties having agreed to the appointment of an arbitrator by the Government of Canada, Chief Justice Gordon McGregor Sloan was designated to arbitrate the dispute, on the nomination of the Prime Minister.

Hearings began in October and in November the arbitrator brought down his award, which was released on November 22. Following is the award, in full:

# Award of Arbitrator in Dispute between

Canadian National Railways, Canadian Pacific Railway Company,  
Ontario Northland Railway, and Toronto, Hamilton and  
Buffalo Railway Company

and

14 International and National Railway Labour Organizations  
Representing Non-operating Employees (excluding water  
transport employees)

Pursuant to the authority invested in me by Orders in Council PC 1954-1395, 1954-1505 and the Terms of Agreement between the Railways and the Unions described therein, I have heard and considered the oral and written evidence and submissions of both disputants.

Upon this evidence and submissions I have reached the following conclusions:—

1. The railway employees represented in these proceedings are not enjoying, to a degree, fringe benefits now in force for like employees of other comparable Canadian industries.

2. This disparity ought, within reason, to be removed.

3. The railways are not now financially able to meet the cost, from net operating rail revenue, of remedying the existing disparity.

4. A major factor contributing to the present serious decline in rail revenue is the distortion and imbalance of the freight rate structure due to the direct and indirect but consequential effects of the Crowsnest Pass rates covering grain and grain products.

5. A proportionate loss of rail revenue due to the Crowsnest Pass rates is being borne, in varying degrees, by

(a) the Railways

(b) Shippers and consumers of high-rated commodities and

(c) by railway employees represented before me, by a contribution measured in terms of the prevailing disparity in working conditions.

6. The Crowsnest Pass rates are the reflection of a national policy and the loss of rail revenues consequent upon this policy is being in effect subsidized by those groups. (It should also be noted that the Canadian Pacific and Canadian National in an effort to cut operating costs, in great part by deferring necessary maintenance, did between July of 1953 and July of 1954

cease to employ about 20,000 men. It is my belief that these 20,000 former employees and their dependents may be also regarded as contributing to this subsidy in terms of wage losses.)

7. The Crowsnest Pass rates have contributed in great measure to the economic stability of the nation by moving the wheat crop of Canada to world markets at competitive prices and will, no doubt, in the future, continue to do so.

8. It is my respectful opinion, however, that the effects of these rates both direct and indirect, wherein their application results in loss of rail revenues, should be shouldered in some fair degree by the national treasury, and not as now continue to be borne by a segment of the national economy.

It may be that in a strict and legalistic interpretation of the terms of reference herein my enquiry and award should not extend beyond Conclusion No. 3, but it seems to me that the "ability to pay" submission of the railways demands examination and some broad analysis. To hold otherwise would result in a failure to recognize basic facts upon which the present problem is founded. I therefore draw attention to the following relevant circumstances:

In 1940 net railway operating income for all Canadian railways \$74.1 millions.

In 1953 the same figure dropped to \$55.9 millions—a decrease of \$18.2 millions or 24.6 per cent.

In 1940 revenue freight ton miles were 37.9 billions; in 1953 this figure had increased to 65 billions—an increase of 27.1 billion or 71.5 per cent.

It thus appears that a 71.5-per-cent increase in rail freight traffic resulted in a loss of 24.6 per cent in net rail revenues.

During this same period of 1940 to 1953, operating ratios (the percentage of total expenditures to revenues) of the two major Railways has remained relatively constant.



Since 1948 this ratio has in fact dropped from 91·8 per cent in that year to 89·4 per cent in 1953.

Ratio of total payroll to operating revenues shows much the same result. In 1948 this ratio was 51·0 per cent; in 1953 it had decreased to 50·8 per cent.

The relative relationship of total payroll to operating expenses for over the past 28 years averaged 58·8 per cent.

In 1948 this ratio was 57·5 per cent; in 1953 it was 57·9 per cent. I have selected 1948 on an arbitrary basis merely looking back over the last five-year period.

There is no doubt that mounting costs in all fields of railway expenditure are bearing heavily upon gross railway revenue. These expenditures reflect rising costs in all economic fields but are not offset by a railway share in the general national prosperity. In an era of growth and expansion in Canada in which the Railways are playing a most vital and important role, their net rail revenues are showing a steady and serious decline. They are very far below the net amount of \$46,644,000 that the Board of Railway Transport Commissioners considered reasonable in the 17-per-cent judgment of January 25, 1952.

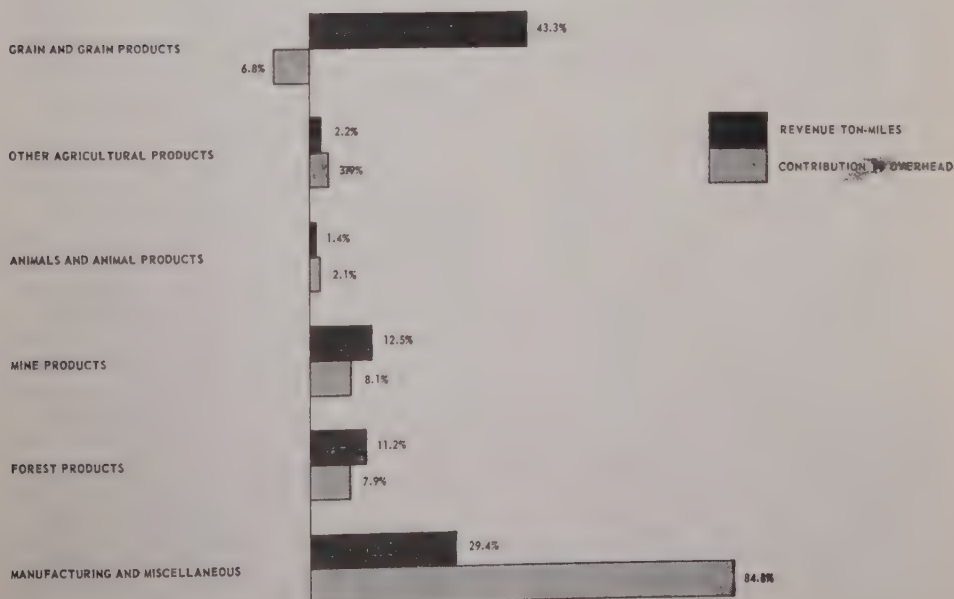
Upon the evidence before me it is my opinion this present situation is the inevitable consequence of a national policy that compels the Railways to carry a heavy volume of bulk freight at a rate not now contributing to overhead. I use "overhead" to mean the general constant cost of railway operation other than the out-of-pocket cost directly assignable to the cost of moving any particular commodity or group of commodities.

The greatest single service performed by the Railways is the moving of grain and grain products. The following bar graph compiled by the Canadian Pacific shows the contribution to overhead by various commodity groups for the year 1952. That was a peak year for grain movement but I think it not unreasonable to assume the comparisons have, in a secular sense, a constant, relative application.

It will be seen by a glance at the graph that in 1952 grain and grain products accounted for 44·3 per cent of revenue ton-miles, i.e., the physical volume of traffic. This movement of the grain crop resulted in a loss to overhead of 6·8 per cent. (It must be noted that about 75 per cent of the grain traffic moved at the

### Canadian Pacific Railway Company

#### CONTRIBUTION TO OVERHEAD BY COMMODITY GROUPS, 1952



statutory and related rates of  $\frac{1}{2}$  cent per ton-mile. The average rate for this traffic was higher.)

In contrast, "Manufactured and Miscellaneous" commodity groups accounted for 29.4 per cent of traffic volume and contributed 84.8 per cent to overhead.

It will be seen that the freight rate structure is in a state of distortion and imbalance due in great measure to the effects thereon of the Crowsnest Pass rates. The structure is in the form of an inverted pyramid—too small a base is carrying too great a burden.

The Railways made a rough estimate that this distortion resulted in 1952 in a direct loss to overhead of \$65 million. The 1953 and 1954 direct and indirect losses attributed to the same cause may far exceed this figure if, as they must be, indirect consequences such as loss of high-rated freight to competitive forms of transportation and the loss of revenue from rates lowered to meet this challenge are placed on the scale.

The present statutory rates in force since 1899 were probably sufficient at their inception, in view of the then purchasing value of the dollar and other related and relevant factors, to make some reasonable contribution to overhead. The intervening years have completely altered that picture.

Other sources of rail revenues are incapable of absorbing the constant cost of rail operations. Revenue from 'main line passenger service could contribute in a limited degree but operating losses on passenger service on branch lines in areas that are relatively sparse in population must be offset against main line passenger operation. Dining car service, as such, is operating at a loss.

The Railways then must endeavour to recoup this loss of revenue from some source if they are to operate on any sound financial basis and to effectuate that purpose have placed a great part of the burden on highly-rated commodity goods to the extent I have noted: this traffic, comprising approximately 30 per cent of total volume, is now contributing 85 per cent to overhead.

It will be noted on the left-hand graph the mid-year average revenue per ton-mile increased on all "other commodities" (which includes "Manufactured and Miscellaneous" commodity groups) from 1.4 cents in 1947 to about 2.46 cents in 1953.

The drop in physical volume of high-rated commodities is shown on the right-hand graph and illustrates a drop in volume as freight rates have increased on this class of freight.

It is also of interest to note the general effect on the average revenue per ton-mile by the addition thereto of the low-rated grain carriage.

The figures on following table show in the left-hand column the actual average revenue per ton-mile of all commodities for the years indicated. The right-hand column shows the average as it would appear if grain and grain products were extracted from the "mix".

Year	Average Revenue Per Ton Per Mile Cents	Average Revenue Per Ton per Mile excluding Grain and Grain Products in Western Canada Cents
1945 .....	0.83	0.97
1946 .....	0.93	1.03
1947 .....	0.95	1.07
1948 .....	1.13	1.29
1949 .....	1.20	1.42
1950 .....	1.33	1.52
1951 .....	1.31	1.53
1952 .....	1.30	1.66
1953 .....	1.42	1.84

From the foregoing necessarily short references and other related material I have considered but not reproduced, it appears to me the direct and indirect effects flowing from and consequent upon the statutory grain rates have become critical. The Railways are in danger of being priced out of the most lucrative forms of freight traffic. The high-rated commodity groups, selling in a competitive market and now contributing so large a share to railway overhead (a cost to them which affects the end price of their products) are seeking other forms of competitive transportation and are finding the trucking industry, free from any trammeling controls, willing and able to supply it. This industry is not, like the Railways, running on fixed rails in any sense.

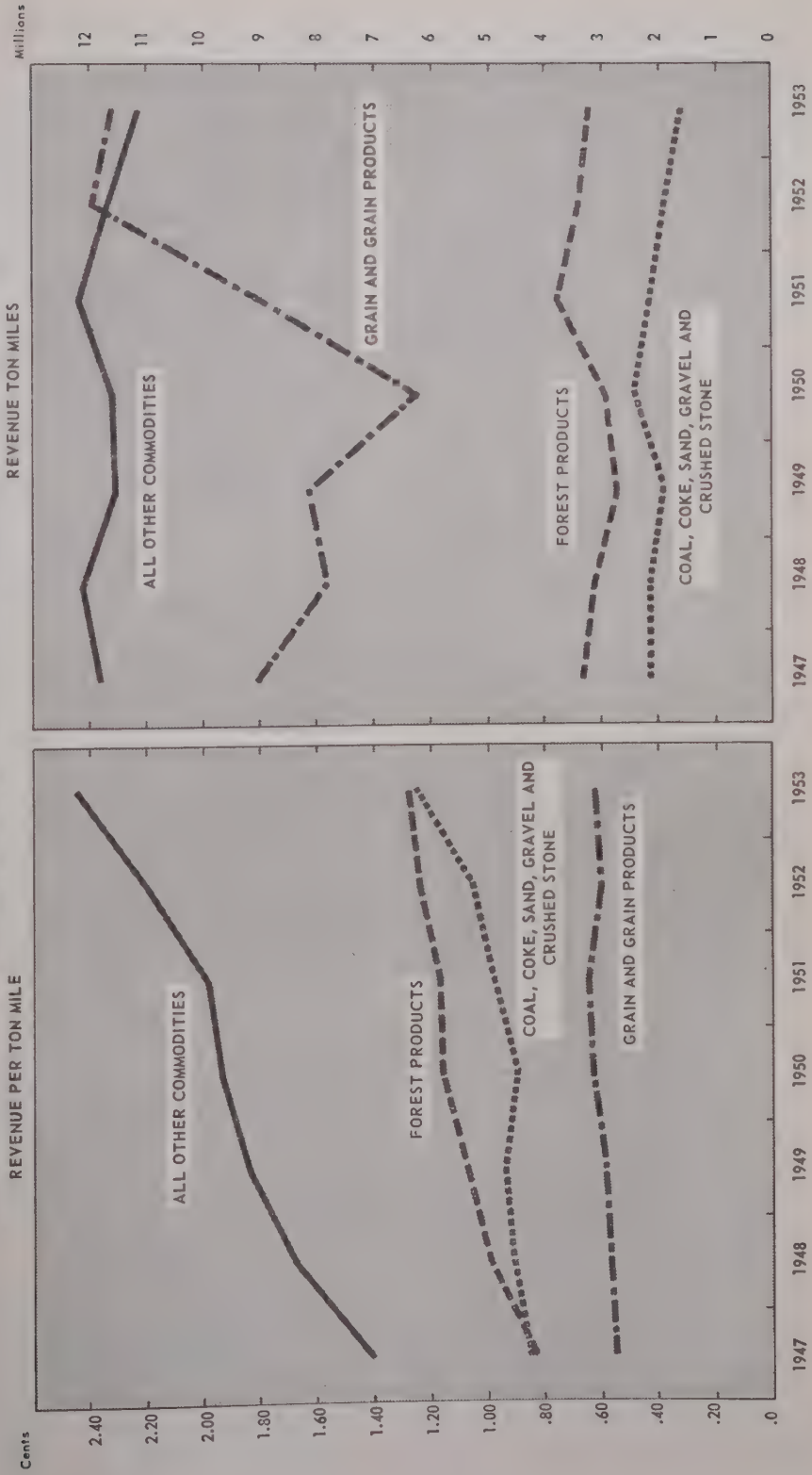
While physical tonnage carried by commercial trucking, when compared with railway tonnage, is relatively low, the in-roads are high in terms of total freight revenue. They bleed from the Railways highly rated commodities of relatively low bulk. Even lower rated bulk goods such as sand and gravel are sensitive and not free from truck competition and are also subject to the threat of water-borne competition, in which there is no dearth of available tonnage.

Then too the economic law of diminishing returns is taking its toll. The graph on page 55 is a demonstration thereof. More striking is the fact that a 16½-per-cent freight rate increase in 1953 resulted in an increase in gross revenue of only 2.8 per cent.



Canadian Pacific Railway Company

REVENUE TON MILES AND REVENUE PER TON MILE BY COMMODITY GROUPS, 1947-1953



The value-of-service principle in rate making still fulfils an essential function in the national economy. Grain and forest products (for example) must move to world markets at competitive prices. Infant industries are assisted in their establishment and this value-of-service principle is operating in other economic fields. The Railways, including the Canadian Pacific, are thus not a truly private enterprise in any realistic sense. They have, and will continue to play, a most vital part in the development of our national economy. They are integrated with every form of our national life. The national necessity of uninterrupted continuance of rail operation of these great national projects was recognized by the Prime Minister in the present dispute.

The Railways are making every effort by the expenditure of large capital sums (contributed in large measure by the people of Canada in the form of investments and otherwise) in the modernization of equipment and such-like, to reduce overhead and to meet competition in many fields. It is an unequal struggle in which the Railways are, by reason of the shackling effect of a national policy, in much the same position as a man facing formidable and powerful antagonists with one hand tied behind his back.

The freight rate structure, as I have said, is in a state of distortion. Even small cyclical business recessions react with quick depressive force upon railway revenues because of the narrowness of the profitable rate base and the impressive weight it has now called upon to bear. Increased freight rates would, in all probability, only tend to increase the present imbalance and expose greater areas of railway traffic to outside competition.

The Railways, in seeking means to retrench, are now, it seems to me, asking the working men and women of the non-operating force to accept working conditions less favourable than those now enjoyed in comparative industries (to say nothing of the 20,000 men whose employment was terminated during 1953-1954). In that sense employees of the Railways, represented before me, are being asked to subsidize the effects of a national policy.

If I am right in my conclusion that the direct and indirect effects of the Crownsnest Pass rates are a major contributing factor to the present situation in which the Railways find themselves, and the evidence before me can lead me to no other rational conclusion, then it is my respectful opinion that some fair share at least of this burden should be shouldered by the people of

Canada from the national treasury—a suggestion not entirely bare of relevant precedent.

The people of Canada, speaking through Parliament, declared a national policy undoubtedly now and in the future, operating to strengthen and enrich the whole Canadian economy. This policy is, however, now having serious repressive repercussions, never anticipated, in other vital national areas. It is my respectful opinion that "a point of no return" is not far distant. Fruitful areas of railway revenues when once lost are difficult, if not impossible, to recapture.

This field is one of grave comprehensive public policy. I have entered upon it with trepidation. I would have, however, felt remiss in the broader concept of my own duty had I sought to escape a heavy responsibility by refusing to recognize and record circumstances of paramount public importance and ever-increasing economic consequence. These circumstances are relevant and basic in this enquiry because, unless examined, would result, as I have said, in non-operating rail employees, in effect, subsidizing public policy by a contribution measured in terms of the prevailing disparity in conditions of their employment.

Mr. Donald Gordon, President of the Canadian National Railways, in an address in Toronto on November 4 last (Exhibit 33) said (in part):

In its relatively large wage bill, the CNR faces the challenge of the high-wage society. We have no choice but to accept it. To maintain our power to compete for desirable employees in the labour market and to ensure harmony in our labour relations, the CNR must keep up with Canadian wage scales.

I take it that in referring to "wage scales" he included "fringe benefits".

I now turn to examine this aspect of the problem.

The durable goods industry has been generally used as a yardstick of comparison with railway working conditions. There are areas in which conditions are, to a degree, parallel for comparative use but there are divergencies which render the yardstick misleading and not an absolute guide.

The durable goods industry is one sharing in the growth and prosperity of Canada. The Railways, in their rail operations, are in a sorry contrast. Then too in that industrial "mix" increasing labour costs can, in a buoyant economy, be passed on and borne by ultimate consumers. The figures I presented earlier show the result, under the present conditions, of the Railways'



endeavour to carry out a similar program. There are many other divergent aspects, which I do not stop to consider, operating in favour of the employees in that field. On the other side of the picture, railway employees, in the senior categories of job classification, enjoy a more stable and steady employment, with rigid seniority rights, pass privileges, pension plans and so on.

Both wage structures have reasonably paralleled each other by increases over the years, although there would now appear to be areas in comparative wage earnings in which the employees in the durable goods industry are in a more favourable position. In July of this year average earnings for durable goods employees were \$151.6 as against an average of \$146.1 for non-operating rail employees. The railway ratio of payroll to revenue is, however, higher than in the durable goods industry.

In the over-all result, it seems to me that the durable goods industry may, with some reservations, be regarded a reasonably good guide. It has at least one virtue: there is no other.

I see no point in a detailed analysis of the carefully prepared statistical material put before me on this phase of the dispute. I have given full, and indeed anxious, consideration to this material, to the supporting evidence and to the extensive submissions thereon.

The Unions have substantially reduced their original requests in their submissions to me. As their Counsel expressed it: "We have wrung out the bargaining water".

Both Unions and Railways joined in agreeing that I should not write their contract but that any award I might make would be acceptable in general terms, leaving collateral and ancillary matters to be dealt with by negotiation. Failing agreement on these related matters, or consequences flowing from my award, which I have not touched upon, it was agreed that these remaining areas of dispute, if any, would be again referred to me for discussion and decision. In consequence I make the following award:—

## AWARD

### Statutory Holidays

The present agreements, subject to one exception, recognize seven statutory holidays. If hourly-rated employees do not work on those days they do not get paid. This means that for the hourly-rated employees who do not work on holidays, these holidays are in effect a layoff of seven days a year without pay. If they do work

they are paid at time-and-one-half. Agreements vary in relation to minimal hours.

I would revise the present agreements to provide for five paid statutory holidays a year for hourly-rated employees. The selection of these five days I leave to negotiation. For hourly-rated employees who do not work on these five days this means an extra week's pay during the year, instead of the present seven-day layoff without pay.

For work on these five statutory holidays, I would fix the rate at straight time in addition to the holiday pay. This means double time instead of double time-and-one-half now requested by the Unions.

I may say, in arriving at the five-day award, I took into consideration the decrease to straight time from time-and-one-half now paid for work performed on statutory holidays. This is thus, in a limited sense, a "package award", in which the equation of days and rates have been given evaluation.

The rate of time-and-one-half will of course continue to apply to hourly-rated employees who work on the remaining two statutory holidays.

If an hourly-rated employee is called to work on any one of the five paid holidays he should be paid for not less than four hours' work.

The Unions requested that if any of the five paid holidays shall fall on an assigned rest day of an employee, the next following assigned work day shall be considered as that employee's holiday. The Railways oppose this request. At the present time agreements covering monthly-rated employees generally provide that if a specified holiday falls on an assigned rest day of an employee he will receive an extra day's pay or in some cases be granted an extra day off in lieu. There is no similar provision covering hourly-rated employees. This lack of similar provision in regard to these employees raises an issue of general controversy—as conceded by the Unions—and I am unable, on the record, to find a definite pattern of industrial experience on which to found a firm conclusion one way or the other. I hope it can be settled by negotiation. If not, I will have further discussions thereon, supported by additional relevant material.

The exception referred to above covers approximately 6,000 section foremen and bridge and building foremen who have three years' seniority as such. This group now receives pay for four statutory holidays not worked. The record does not seem clear as to the rate of pay on these four holidays when worked. Now that employees

with less than three years' seniority will be paid for the five statutory holidays, without the application of a seniority provision, it seems to me, that because a special agreement has already been negotiated with this group, the rate of pay for time worked on either the original four or the substituted five days should be left to negotiation.

Employees in this special group, with three years' seniority and more have already acquired a vested right, under the present agreements, in relation to the four days worked and this circumstance calls for consideration and readjustment by negotiation.

That leaves for consideration the monthly-rated employees. They fall into many diversified job classifications. The Railways contend that they are now paid for the seven statutory holidays not worked in that there is no deduction in pay for those days.

They submit a monthly-rated employee paid "\$X" for his month's work receives that same amount whether the month contains 28, 30 or 31 days and whether or not a statutory holiday falls within the monthly working period.

The Unions contend that the monthly cheque is in reality a reflection of the hourly rate averaged throughout the year.

They submit that if 104 rest days and 7 holidays—totalling 111 days—are deducted from a year of 365 days, it leaves a working year of 254 days. This number multiplied by eight hours per day and divided by 12 months works out at  $169\frac{1}{3}$  hours per month. They argue, in consequence, that monthly-rated employees whose pay is based on  $169\frac{1}{3}$  hours per month are not now paid for seven statutory holidays, even when their monthly pay is averaged throughout the year. The Unions contend that monthly-rated employees are in reality paid on this hourly basis and point in support thereof to the fact that rates of pay for overtime and for dockage of pay for lateness, absenteeism and such like, are calculated for these purposes on the basis of  $169\frac{1}{3}$  hours per month.

The Railways, in answer, as I understood their position, submitted this is only a bookkeeping method of arriving at a rate for overtime or dockage penalty and can not be regarded as a test for determining the question of whether or not monthly-rated employees are now paid for statutory holidays not worked.

I have found the subject difficult of decision. There is much to support both contentions. After consideration, however,

I have reached a conclusion that the monthly-rated employees are now paid for statutory holidays not worked.

In reaching this conclusion I found some encouragement in knowing that in 1947 and early in 1948 when the Canadian National Railway was in dispute with one of the Unions represented before me, the Unions contended that monthly-rated employees were paid for statutory holidays not worked. The Canadian National took the opposite view.

Since then the Unions and Railways have switched positions and arguments but it is thus established that at one time or another, in the not too distant past, *both* sides have been in agreement with my conclusion in this regard.

### Vacations with Pay

As might be expected from the number of Unions involved in this dispute, agreements relating to vacations with pay vary in some degree. Generally speaking, and subject to certain exceptions, monthly-rated employees are granted two weeks' holiday with pay after one year of service. Provisions relating to hourly-rated employees are as follows:

After 1 year and up to 3 years—	1 week
After 3 years and up to 5 years—	$1\frac{1}{2}$ weeks
After 5 years	—2 weeks

From my consideration of the evidence and submissions it is my view that the hourly-rated employees be granted vacations with pay, as follows:

From 1 to 3 years' service	—1 week
From 3 to 15 years' service	—2 weeks
From 15 years' service	—3 weeks

In the monthly-rated groups I would leave untouched the present provision of two weeks after one year, but would extend to them the three weeks' vacation with pay after fifteen years' service. Those monthly-rated groups on the hourly-rated basis of vacations with pay will I presume be treated for this purpose as if actually hourly rated, e.g., dining car crews, sleeping car porters and cartage service employees.

It does seem to me, with deference, that the possibility of more uniform agreements in relation to vacations with pay might be given consideration by the Railways and Unions.

Should it happen that in any agreements relating to vacations with pay either monthly-rated or hourly-rated employees are entitled to more generous vacation provisions than I have awarded, then these are to remain in effect.

It was agreed before me that the provisions now in force relating to vacation credits during the first year of employment should be revised. In that I concur and leave the revision to negotiation.

### Sick Leave with Pay

It is my view, with deference, that under presently prevailing circumstances and after consideration of all material before me on this issue, I am unable to make any award relating to sick leave with pay.

### Retroactivity of Award

I am unable to agree with the Unions' request that some part, at least, of my award be made retrospective in effect.

It seems to me, however, that in negotiations regarding first-year vacation credits, the retroactive application of a new formula might well be discussed.

### Costs of Award

I estimate the added costs of the award to be as follows:

Five paid statutory holidays....	\$4,281,000
Vacations with pay.....	2,650,000
Total .....	\$6,931,000

These costs cover not only the employees represented before me in this dispute but others to whom no doubt the award will apply, including commercial telegraphers, and are based on 1953 employment totals.

The implementation of this award will, in my view of the evidence, remove, under presently existing circumstances, in great if not total measure, the disparity in working conditions now operating against those railway employees to whom it applies.

### Time of Award

This award will take effect on and from the 1st January 1955.

Dated at Ottawa this 19th day of November 1954.

(Sgd.) GORDON MCG. SLOAN,  
Arbitrator.

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board issued two certificates designating bargaining agents, rejected two applications for certification and ordered one vote of employees. During the month, the Board received five applications for certification.

### Applications for Certification Granted

1. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by the Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (L.G., Dec., p. 1723).

2. Sept-Iles Railway Mechanical Department Employees' Association, on behalf of a unit of locomotive and car shop employees employed by the Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Que., Dec., p. 1723).

### Applications for Certification Rejected

1. Brotherhood of Railroad Trainmen, applicant, The Midland Railway Company of Manitoba, Winnipeg, Man., respondent, and Order of Railway Conductors and Brakemen, intervener (conductors). The

application was rejected as premature in view of the terms of Section 20 of the Act, under which an agreement for a term of less than one year is deemed to be for a term of one year from its operative date, and the terms of Section 7(4) of the Act, which provide that an application for certification cannot be made before the expiry of ten months of the term of the existing agreement except with the consent of the Board. As the collective agreement in this case was for a term of less than one year and became effective in February 1, 1954, an application made prior to December 1, 1954, could not be entertained (L.G., Oct., p. 1440).

2. United Steelworkers of America, applicant, Quebec North Shore and Labrador Railway Company, respondent, and Sept-Iles Railway Mechanical Department Employees' Association, intervener (locomotive and car shop employees). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote ordered by the Board (L.G., Dec., p. 1723).



## Vote Ordered

J. R. Chorley, Marion Fleming, W. A. Swaffield, applicants, National Association of Broadcast Employees and Technicians, respondent, and Brookland Company Limited (now Frontenac Broadcasting Company Limited), Radio Station CKWS, Kingston, Ont. The Board ordered a vote of employees following consideration of an application for revocation of certification (Returning Officer: F. J. Ainsborough).

## Applications for Certification Received

1. The United Steelworkers of America, on behalf of a unit of employees employed in the mining, processing and shipping of iron ore by the Iron Ore Company of Canada Limited, Schefferville, Que. (Investigating Officer: C. E. Poirier).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and

Station Employees, on behalf of a unit of longshoring and freight handling employees of Clarke Steamship Co. Limited, Montreal, Que. (Investigating Officer: R. Trépanier).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Yankcanuck Steamships Limited, Sault Ste. Marie, Ont. (Investigating Officer: R. Trépanier).

4. CAN Chapter, Flight Engineers' International Association, on behalf of a unit of flight engineers employed by Trans-Canada Air Lines, Montreal, Que. (Investigating Officer: C. E. Poirier).

5. Canadian Merchant Service Guild Inc., on behalf of a unit of deck officers employed by Canada Steamship Lines Limited (Investigating Officer: R. Trépanier).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During November the Minister appointed conciliation officers to deal with the following disputes:—

1. Jasper Park Lodge (Canadian National Railways), Jasper, Alta., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: G. R. Currie).

2. Coal Carriers Corporation Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

3. Vancouver Barge Transportation Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

4. Tidewater Shipping Company, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

5. Dominion Atlantic Railway Company, Kentville, N.S., and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: H. R. Pettigrove).

6. Canadian Overseas Telecommunication Corporation, Montreal, and Overseas Communication Union, Local 272 (Conciliation Officer: R. Trépanier).

## Settlements Reported by Conciliation Officers

1. Radio Station CKVL, Verdun, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier) (L.G., Oct., p. 1440).

2. Coal Carriers Corporation Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier) (See above).

## Conciliation Boards Appointed

1. La Tribune Ltée. (Radio Station CHLT), Sherbrooke, Que., and The Sherbrooke Printing Syndicate, Inc. (Conciliation Officer: R. Trépanier) (L.G., Dec., p. 1725).

2. Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: G. R. Currie) (L.G., Nov., p. 1573).

3. Prince Edward Hotel (Canadian National Railways), Brandon, Man., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper) (L.G., Dec., p. 1724).

4. Bessborough Hotel (Canadian National Railways), Saskatoon, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper) (L.G., Dec., p. 1724).

5. Fort Garry Hotel (Canadian National Railways), Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper) (L.G., Dec., p. 1724).

6. Jasper Park Lodge (Canadian National Railways), Jasper, Alta., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: G. R. Currie) (See above).

## Conciliation Board Report Received

During November the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in April to deal with matters in dispute between the Railway Association of Canada and the Brotherhood of Maintenance of Way Employees (L.G., July 1954, p. 993). The texts of the reports are reproduced overleaf.

Three weeks' vacation with pay in 1955 for journeymen and apprentices who have concluded one year's employment on December 31, 1954, was recommended by a board of conciliation in a dispute between three Vancouver photo-engraving firms and a local of the International Stereotypers' and Electrotypers' Union of North America (AFL-TLC).

Three weeks' vacation with pay after 12 years' service was recommended by a board in a dispute between the Greater Winnipeg Transit Commission and its employees, represented by locals of the One Big Union. An increase in statutory holidays from two to eight was also recommended.

# Report of Board in Dispute between

Railway Association of Canada (extra gang employees)

and

Brotherhood of Maintenance of Way Employees

The Conciliation Board established to deal with the above dispute is pleased to present its report. Before dealing with the specific items in dispute it is necessary to explain briefly the role and responsibilities of the Board, particularly in relation to certain features of the present case.

When this Board was set up it was called upon to deal with a dispute concerning a wage issue. Before it had an opportunity to meet, its hearings were postponed because the employees had presented a new set of demands on the employers. This new set of demands was similar in nature of those which are currently in dispute between the unions representing those employees which are customarily referred to as the non-operating employees. That dispute has now reached the stage where it is to be settled before Mr. Justice Sloan who has been empowered with authority to arbitrate the issue. We have, therefore, had to consider the relationship between these two disputes as a special feature affecting the issues before us. The result of our interpretation of this relationship appears in our reasoning and in several of our recommendations.

It is necessary also to pay some attention to the general circumstances of the dispute and to indicate the manner in which these circumstances affect our terms of reference. Under the legislation, we are required to effect an agreement between the parties if we can. We were unsuccessful in this respect and were, therefore, under the necessity of presenting a report and recommendations as required by law. In doing so the Board must take into account the special conditions which confront the railway managements and the unions at present. We have gained the impression in our own case and from the available information about the non-operating case that our Board is faced with a responsibility of recommending what we believe should be public policy under the circumstances. This conclusion is derived from the special limitations on the railway management. We recognize that the management does not have control over the pricing policy of the services it provides

During November, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Railway Association of Canada and the Brotherhood of Maintenance of Way Employees.

The dispute affected temporary extra gang employees of various Canadian railway companies, members of the Railway Association of Canada, including the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, the Dominion Atlantic Railway Company, the Esquimalt and Nanaimo Railway Company, the Quebec Central Railway Company and the Northern Alberta Railways Company.

The Board was under the Chairmanship of Prof. H. D. Woods, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, S. W. Crabbe, Toronto, and Michael Rubenstein, Montreal, nominees of the Railway Association of Canada and of the Brotherhood of Maintenance of Way Employees, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the report of the Board, was submitted by the Chairman and Mr. Rubenstein.

The texts of the majority and minority reports are reproduced herewith.

nor is it in the position of management in many industries where the volume of services or production can be curtailed in respect of cost alterations resulting from the increased wage and other labour commitments. Another customary means of adjustment through technical innovation and adaptation is also largely denied railway management because of the very great investment in fixed capital equipment.

Our terms of reference do not include any power to recommend the means by which the railway management should meet any additional costs which might arise through the implementation of our proposals. Clearly this is a matter to be decided between the railways and the Canadian public whose responsible agencies have the authority to determine the rate structure or other means of financial assistance to the operators.



The Board, while cognizant of the financial difficulties of the railways, cannot confine its consideration to this problem as a sole criterion. We must also take into account the position of these employees in relation to the emerging standards in Canadian employment as a whole. We cannot be held responsible for any additional financial burden which our recommendations may impose merely because the railways are not in a position to pay. We recognize that our recommendations must be reasonable. But reasonable must be interpreted in terms of the standards which railway employees have a right to expect in the present state of the Canadian economy. Having failed to conciliate the dispute our role then becomes one of examining the facts and making recommendations for wages and working conditions which we believe the public would approve for the class of workmen with whom we are concerned.

The issues in dispute are considered in turn.

#### *Definition of Extra-gang Labourers*

The previous agreement defined extra-gang labourers as follows:

By extra-gang labourers is meant employees working in temporary extra gangs, for whom rates of pay are provided in this agreement, who have completed a probationary period of seventy-eight (78) days accumulated service within the preceding twenty-four (24) months on the railway on which employed, or who can show evidence of six (6) months' experience in similar work on any railway mentioned in the preamble of this agreement.

The union is requesting that this be amended to read as follows:

By extra-gang labourers is meant employees working in temporary extra gangs for whom rates of pay are provided for in this agreement, who have been in the service for three months within the preceding twenty-four months or who can show evidence of six months' experience on any railway mentioned in the preamble of this agreement.

Extra-gang labourers' work shall consist of work not customarily done by section gangs, such as reballasting, rail relaying (including tie renewals therewith), bank widening, grade and line changes and emergency work occasioned by inclement weather.

Extra-gang labourers shall not be worked in place of section men.

It will be noted that the old clause determined an extra-gang employee by reference to two criteria—the fact that he works in an extra gang and that he has a certain length of service. There is no mention of the type of work he is to perform. The union request would make a

number of important changes. The term "probationary" would be dropped; but the probationary principle would be retained. The service time would be measured in months instead of days. And a new paragraph would introduce the principle, absent in the expired contract of defining, or at least attempting to define the functions of extra-gang employees.

The Board cannot support the union request in this matter. We believe that the present clause contains an adequate definition of extra-gang men, and that the union proposals would in fact render administration extremely cumbersome without any substantial off-setting advantage to the employees. In fact, while the full effect of the proposed changes cannot be calculated accurately in advance there is a possibility that the net effect on the employees might be adverse.

The proposal to eliminate reference to probationary periods is unrealistic unless the probation period is eliminated in practice. This the union does not request. Since it is prepared to define an extra gang man as one who has worked three months, it is in effect recognizing the period of probation.

The present provision of 78 days service will need to be altered if the later recommendation on hours of work is accepted. It appears that the expired agreement intended that the man should serve the number of working days involved in three months unbroken employment. It is not the intention to alter this principle. However, in order to avoid confusion and, at the same time recommend in conformity with the recommendation on hours, we are forced to recommend a slight change in the wording.

Finally, the proposal to define the functions of the employees in this bargaining unit appears to be an attempt to protect the work jurisdiction of the section men. The union in its argument for equal wages for extra gang and section men has claimed that the work skills required, and the tools used are substantially the same. To the extent that this is true, it indicates that a close functional integration of the section men and the extra-gang men is at times to be expected and contract rigidities should not be developed which would render the complementary nature of the work of the two groups less efficient. As both the association and the union point out, the section men are fully protected from encroachment by the provisions of wages agreement No. 12. This is where the provision should if at all be, not in No. 13.

Generally speaking union contracts should contain clauses for the protection of those workers covered by that contract.

#### *Recommendation Regarding Definition of Extra-gang Employees*

*The words in the first paragraph which provide for a seventy-eight (78) day service qualification should be altered so that this requirement would include the normal contractual work days involved in thirteen weeks of work.*

**NOTE:** This change is necessary because we have left the decision regarding the distribution of work hours to the parties.

#### *Length of the Work Day and Work Week*

The union is requesting that the work week shall consist of five days of eight hours each, Monday through Friday and that any work in excess of either the eight hours day or the five day week be paid time and one-half.

The association wishes to maintain the present contract which provides for a standard work week of forty-eight hours with the privilege to the employer of working the crews an extra hour per day at straight time. In effect this means a nine hour day, fifty-four hour week at straight time.

The principal union arguments in support of their request are as follows:—

(a) *Comparison with Others:* The forty hour week is now enjoyed by other non-operating employees on the North American Continent, and by a great majority of the operating employees. Likewise it is a well established practice throughout Canada.

(b) *Discrimination:* Denial of Saturdays and Sundays as holidays is a discrimination against these employees.

(c) *The request is consistent* with the intention of the Board under the Chairmanship of Mr. James H. Stitt which, in October 1952 recommended a reduction from 60 hours to 50 hours a week.

(d) *The railways experienced no serious difficulty* in reducing the hours from 10 hours to 9 hours per day, although they had contended before the previous Board that it would be next to impossible to operate on less than 10 hours per day.

The employer position as represented to us by the association is as follows:—

(a) *Effect of Climatic Conditions:* Extra-gang operations in most of Canada are limited to a six month period from May to October inclusive.

(b) *Seasonality and Earnings:* It is a disservice to employees to limit their capacity to earn in a seasonable occupa-

tion, particularly since much of the work is carried on away from the centres of population and the employee would not be able to enjoy his leisure time properly.

(c) *Nature of the Work:* The work is not onerous because considerable time is spent riding to and from the operation, and in enforced idle periods when trains pass through the work spot.

(d) *Limitation on Substitution:* The possibilities of increasing the size of the crews or the number of crews is limited by the availability of tools and machines. The railways will need to increase extra gang work to compensate for the present cut-back because of lack of funds. Hence increased overtime is to be expected.

The Board accepts the truth of the union allegation of a trend toward an 8 hour day and 40 hour week in the railway industry in the United States and Canada, and in Canadian industry generally. But we also recognize the significance of the magnitude of the seasonality problem in this country. This has, for present purposes, two important implications:

(1) Industries like the railways must, in fact, concentrate this work in a few months of the year in Canada. This means that specialized equipment is idle, and therefore not earning, for long periods of time. There are severe limitations on the extent to which crews can be either expanded or multiplied without increasing capital outlay. Therefore, arguments based upon experience in other parts of the continent are relevant only to the degree that climatic conditions approximate those of Canada.

(2) The employee is likewise the victim of seasonality. While many extra-gang employees do in fact have alternative winter occupations there is usually considerable time lost in transfer from one job to another. Hence, take-home pay may be more important than the number of hours worked under these circumstances. A wage and hour policy which encouraged the railways to enlarge the temporary force by shortening the hours would lower the take-home pay limits for these workers who, because of the character of the work are almost certain to discount leisure time as against employment and income. The attempt to impose a common continental standard would in this case appear to do some violence to the interests of both the employers and the employees without any appreciable compensating advantage to the union itself.

Having said all this, we cannot ignore the intention of the report of the Board



chaired by Mr. Stitt with regard to hours of service. That report stated in part as follows:

*Hours of Service:* Your Board recommends a 50-hour working week. However, the number of working days per week and what shall constitute a day's work should be incorporated in the proposed Agreement between the Parties as they may decide. It is to be observed that they are now working a 60-hour week at a *pro rata* rate. If required to work in excess of the hours constituting a day's work as may be provided in the proposed Agreement, the extra-gang employee should be paid at a rate of time and one-half.

We take this to mean that in the unanimous opinion of that Board, hours of service beyond 50 per week were excessive. It is also apparent that the former Board felt that the actual distribution of hours throughout the days and week should be determined by the parties rather than the Board. As matters turned out the parties accepted in effect a 9-hour day and 54-hour week. Nevertheless, the fact that they defined the regular day as composed of eight hours suggests the acceptance of this length of day as an objective. The right of the companies to work the extra hour per day without overtime privilege must have been considered by the parties to be a temporary one, or at least one to be used sparingly. The 8-hour day as a principle was conceded in Wage Agreement No. 13.

We cannot but be impressed with the fact that, in spite of the Stitt Board report the parties agreed to what is practically a 54-hour week. This appears to reflect the interest of the men in earnings as against idle time, often under circumstances in which little advantage can be taken of free time. But the trend toward the shorter work week cannot be ignored. When the Stitt Board reported these employees worked a 60-hour week, there had been no reduction for many years. A 6 hour a week reduction was introduced in place of the 10 hours recommended by the Board. We feel that it is not unreasonable to expect that the parties would now implement the intention of that earlier report.

#### *Recommendation on Hours of Service*

*The work week should have a maximum limit of 50 hours. The number of hours per day should be arranged within this weekly limit by the two parties. Work in any day beyond the agreed amount should be paid at one and one-half times the rate for the job.*

(Mr. Rubenstein dissents from this recommendation as follows):

*Hours of Service:* It is my recommendation that the work week should have a maximum limit of forty hours divided into eight hours

per day. Work in any day beyond such limit should be paid at one and one-half times the rate for the job.

It is not necessary to dwell at length on the recommendations of a forty hour week. These have now been the standard working hours in the non-operating trades of the railroads for a number of years and I see no valid reason why this should not apply equally to the extra-gang labourers. If in certain emergencies it is necessary that they work longer hours there is nothing to prevent them from doing so, except a higher rate of pay involved in the extra hours. This too has been quite normal both in the railroad industry and other industries.

#### *Rest Days: Sundays and Holidays*

The union is seeking a contract change which would establish eight paid holidays throughout the year. Additional paid holidays would occur on days designated or proclaimed by the Federal Government to be holidays. Employees required to work on a holiday would be guaranteed eight hours pay at double time in addition to the regular holiday pay. If one of these holidays should fall on an assigned day of rest the day following would be considered the holiday.

With regard to Sundays, the union is asking for a guaranteed eight hours at time and one-half for any employees required to work on a Sunday other than his assigned day of rest; and double time for a guaranteed eight hours on a Sunday which is his assigned day of rest. There are some other refinements in the union request regarding this matter.

The union has suggested that a decision on this question of Sundays and holidays be determined by the settlement in the dispute between the Railway Association and the several unions in the so called "non-operating" case. It requests that this Board so recommend.

The company opposes any concession on this issue and therefore does not accept the union suggestion that it should be determined in accordance with the settlement in the other dispute.

We believe that the union suggestion has merit in so far as it applies to comparable situations. Where, however, comparison between the conditions that prevail in the two situations breaks down, it would be unwise to leave the settlement to be determined by the settlement to be established by Mr. Justice Sloan. It is certainly true that many of the terms and conditions of work have been standardized in railway employment. It is to be expected that this situation will prevail after the Sloan award is rendered. There is, therefore, little to be gained by having this Board determine for a small group of workers many of whom are temporary, conditions



which in the interest of systematic and efficient management ought to be uniform within each of the employing organizations. This principle was applied by the previous Board under Mr. Stitt with regard to a number of "fringe benefits". We believe that was a sound procedure and are prepared to follow it. It must be remembered that the parties to the "non-operating" union dispute are obliged by their prior commitment to accept the award in that case. Those awarded terms will in fact become standard for a very large segment of the Canadian railway employees. It seems reasonable that where applicable they should be extended to cover the extra gang employees.

In the present instance, however, we believe the request of the union falls partly under the class of issues which call for uniform practice, throughout any given railway, and part under the class of issues which, because of special circumstances must be handled separately there being no validity in comparison. We, therefore, divided the above demands of the union into those issues which should be settled in conformity with the anticipated Sloan award, and those which properly must be dealt with specifically by us.

#### *Questions to be dealt with by this Board*

##### *1. The demand for eight paid holidays*

Regardless of whatever settlement may take place in the other case, we cannot see the validity of a request for eight holidays, paid or otherwise, for a group of workers made up of temporary employees. As we pointed out earlier the great bulk of the work of the extra gang men must take place in a period of approximately six months of the year, the railways must utilize this time to their best advantage, and temporary employees will almost certainly place a high premium on income and discount the value of holidays. The reasoning which can be advanced to justify holidays for year round workers has little force in the case of men who can look forward to no more than a few months of work on the railway, and who must seek alternative sources of income for the remainder of the year. We feel that the present four holidays, two of which fall within the normal extra gang busy season are sufficient under the circumstances. It will be noted that we have ignored the penalty pay aspect of the holiday question. We did so because we feel that this issue of holidays should be determined on the question of the desirable number of holidays for extra gang men. The real purpose of penalty pay is to discourage holiday work. If this happened, the

primary objective of these temporary men, namely, income, would be to that extent not realized.

##### *2. The demand for additional proclaimed holidays*

The above reasoning applies with equal force to any additional holiday which may be proclaimed by the Federal Government. Unless such a proclamation makes the holiday mandatory we can see no strong reason for shortening the available work time. Individual holidays of great national significance which might occur can be dealt with as they happen and on their merits.

#### *Questions to be Deferred Pending the Sloan Award*

With regard to the other aspects of this request we feel that the solutions should be consistent with the general practices to be established by the impending arbitration report. At present holidays are not paid. If it becomes the practice in the railways to do so, the same principle should apply with regard to the extra gang men. The same applies to the requests for guaranteed work and penalty rates for both holidays and Sundays.

#### *Recommendations on Rest Days*

- 1. There should be no increase in the number of holidays.*
- 2. The following matters should be deferred until after the Sloan award and then settled in conformity with the terms of that award.*
  - (a) Payment for holidays.*
  - (b) Guarantees for holiday pay when an employee is required to work and rates to be paid.*
  - (c) Arrangement in case a holiday falls on a day of rest.*
  - (d) Sunday penalty rates.*

(Mr. Rubenstein dissents from the first of these two recommendations on holidays as follows):

*Recommendations on paid holidays:* The recommendation on paid holidays proposed by the Chairman of the Board is divided into two sections. The first section deals with the number of holidays and the second one deals with the payment for holidays, the rates to be paid to employees required to work on holidays, Sundays, rates and arrangements in case a holiday falls on a day of rest.

The Chairman recommends that all the questions enumerated in the second section be settled in conformity with the terms of the award to be made by the Hon. Mr. Justice Sloan, arbitrator appointed to deal with these questions for the non-operating trades. I heartily agree with him.

It is my opinion that the same principle apply also to the *number of holidays*. There is, in my opinion, no valid reason for discrimination against this small segment in the industry. The same reasons which support the recommendation that all the other "fringe benefits" that may be granted by the Sloan award to the other non-operating employees, be granted to the extra-gang labourers, apply with equal force and logic to the fixation of the number of paid holidays. This was also the reasoning of the Stitt Board.

#### *Sick Leave*

The union is requesting that employees be allowed eighteen days' pay per year for time lost on account of sickness, and that the unused day shall be cumulative. It also requests that the issue be decided in accordance with the general settlement provided in the Sloan award. We can see no special circumstances which would suggest that this question should be treated separately for extra gang employees, except that if sick pay is established in principle it should be pro-rated to the number of days worked. This last statement is not to be construed as an indication that the members of this Board are either favourable to, or opposed to, the principle of sick pay.

#### *Recommendation on Sick Leave*

*Sick leave provisions should correspond in principle with the settlement in the award of Mr. Justice Sloan in the non-operating union case.*

#### *Vacation with Pay*

The union is demanding certain changes which would have the effect of increasing the vacation provision. It is our opinion that the principle established in the Stitt report was sound and should be continued. The Stitt Board unanimously recommended as follows:

*Vacation with Pay:* Regulations should be incorporated in the agreement based on the same practice now in effect on Canadian railways and applying to other Maintenance of Way employees and a check back should be made for three years, to October 1, 1949, to determine the length of service of the employee.

#### *Recommendation Regarding Vacations*

*Vacation provisions should be determined after the award in the non-operating case and in conformity with the vacation provisions it shall contain. If the award provides for changes in vacations, proportionate changes in the vacation provision for extra-gang employees should be included in wage agreement No. 13.*

#### *Seniority*

The Brotherhood is requesting that Section 3, Paragraph (a) be modified to read as follows:

The seniority of an extra gang labourer shall be confined to a Superintendent's Division. A new employee shall not be regarded as permanently employed until after three months' service, and within such period may, without investigation, be removed for cause which in the opinion of the railway renders him undesirable for service. If retained, his seniority shall commence from the date on which he became an extra gang labourer under the provision of Section 1 of this agreement.

Before completion of probationary period employees must undergo medical examination as required by the railway.

The effect of this change would be to date back an employee's seniority to the time of hiring rather than the time of completion of the probationary period. The clause differs from that contained in the expired agreement No. 13 only by omission of the words "and shall commence on the completion of this probationary period." The Railway Association has interpreted this to mean that the union is anxious to bring the seniority clause into conformity with the changes proposed for the definition of an extra gang employee. This is clearly implied in the rebuttal statement of the association which reads in parts as follows: "...the fundamental objection to this proposed revision (on seniority) is the fact that the brotherhood is requesting that probationary labourers be paid the schedule rate of pay..."

The Board members believe that the issue of seniority, probationary period, and rates of pay should be treated separately. We have already supported the idea of a probationary period during which the employing companies are free to dismiss if in their opinion the man is unsuitable. The question of the rate of pay for this period will be considered later in the report. The dating of seniority can now be considered on its merits.

Disentangled from questions of pay and probation, seniority resolves into an issue of fairness between and among employees. It is no longer of concern to the employer, the principle of seniority having already been long established on the railways and included in the expired agreement. On this basis a solution is not difficult.

Probably in the majority of cases seniority, in relation to other employees, for a man under the existing provision would in fact reflect the starting time of his employment. Nevertheless, there could be, and probably are, a considerable number of cases in which, through the chance of employment opportunities, an

employee can get on to the seniority list before someone else who started to work at an earlier date in the same Superintendent's Division. We believe that this possibility should be ruled out as far as possible. It cannot be wholly eliminated if a probationary period is preserved during which the determination of seniority is held in abeyance. However, its long run effect would disappear if back-dating were established.

#### *Recommendation on Seniority*

*The Brotherhood's proposed revision should be accepted, with the added provision that any administrative act consistent with the seniority lists shall not be overruled by changes in the list after the action was taken.*

#### *Notice of Layoff*

The Brotherhood is requesting a five working day notice to employees of any force reduction. Wage agreement No. 11 and other agreements applicable to Canadian railway lines are quoted as supporting precedents. The union argues that equality of treatment requires that the same privilege be extended to the extra-gang employees.

We sympathize with the union in its desire to reduce the impact of irregularity of employment in an occupation where unpredictability, in the nature of things, plays an important role. We believe that all reasonable steps should be taken to mitigate the effect of this irregularity. However, we cannot feel that the employer has within his hands much power to correct the situation. Extra gang work is seasonal at best, and within seasons will be determined by weather and other unforeseeable conditions. We cannot accept the union proposal to impose on the employer a rigid responsibility.

#### *Recommendation Regarding Notice*

*The employers should agree to make every reasonable effort to plan the extra gang work so that it will reduce uncertainty for the employees to the lowest point possible. Notice of layoff should be given as far in advance as the employer can be certain of the date on which the layoff will be effective.*

#### *Leave of Absence and Transportation*

The employees' request reads as follows:

Upon request of foreman made with consent of men in the gang and approval of superintendent, special arrangements may be made to vary starting time on Friday and/or Monday up to two hours to permit employees to take trains to and from home.

This proposal is taken directly from Wage Agreement No. 12. Its purpose is to establish flexibility at the end of the work week to permit employees to take advantage of train travelling to and from their homes.

The association objects to its inclusion on the following grounds:—

- (1) It assumes a five-day week.
- (2) The irregularity at the end and beginning of each week would result in a reduction in the efficiency and productivity of the work gangs.
- (3) It would lead to administrative difficulties because of the link between the hours of work of extra gang employees and those of running trades employees. Penalty overtime rates might result.

The clause as presented is inconsistent with our recommendations regarding the length of the work week. At least it prejudices the case and assumes a five-day week, Monday to Friday. But, leaving this feature out, we believe the intention expressed to be reasonable. The proposed clause would leave four vetoes, one from the members of the gang, one from the foreman, one from the superintendent, and presumably one in levels of authority above the superintendent. Three of these four points of unilateral authority are with management. Any such clause which leaves so much to the unchallenged authority of management cannot be rated as much more than a hopeful resolution. It would impose on the employer nothing more than the obligation to consider staggering working hours at the beginning and end of the work as a convenience to the gang members. Certainly it would be legitimate to refuse to change schedules if additional costs were to result. We believe the principle should be incorporated in this agreement. The wording should be altered to conform with the recommendation on the work week.

#### *Recommendation on Leave of Absence and Transportation*

The following clause should be included in the Agreement:

*"Upon request of the foreman made with the consent of the men in the gang and approval of the superintendent, special arrangements may be made to vary starting times, at either the beginning or end of the work week or both, up to two hours to permit employees to take trains to and from home."*



### *Travel Time*

The existing provision in the agreement is as follows:

(g) Employees when detained for conveyance and while travelling (except in their regular boarding and sleeping cars) on orders of the railway to and from work after their regular hours shall be allowed straight time. Employees when travelling in their regular boarding and sleeping cars during their regular working hours and between the hours of 6 a.m. and 10 p.m. on Sundays or holidays, specified in clause (f) of this section shall be allowed straight time. When practicable to do so, boarding and sleeping cars shall be moved at other times than between the hours of 11 p.m. and 6 a.m.

The union is requesting certain changes which would increase the benefits to their members and impose certain penalties on the employers for moving persons outside of working hours.

We were advised that this condition is consistent with that prevailing in Agreement No. 12 presently subject to an award by the special arbitrator. It is also our understanding that the issue of travel time is not in dispute in that case. We have already recommended that certain issues in the dispute regarding Agreement No. 13 be held in abeyance until the award in the non-operating case is received, but only in those instances where similar demands are being made in both cases, and where the agreements are similar. Even though we must recognize the right of independent bargaining in the two situations, we believe the circumstances in the two cases to be sufficiently similar as to justify maintenance of common standards.

Contrary to the statement of the Association, we do not feel that the penalty feature is important in the present agreement. Undoubtedly it would be if the union request were granted. Thus the request for time and one-half for travelling on Sundays or at night would definitely be a penalty designed to discourage movement of gangs during those periods. But there is no appreciable penalty involved if the rates imposed on the out of working hours period are the same as in the working period. It costs the railways no more to move the men on Sundays than in working time. In fact, with equal pay rates, the mere fact of investment in equipment would favour Sunday movement.

However, since there are certain periods outside working hours when men can be moved without travel time pay, the inclination will be to move gangs during these periods. In effect the proposals of the union would discourage Sunday travel and travel at night. It is questionable whether this is consistent with the interest of

employees in maximizing the seasons income. In a period of financial difficulties it is probable that the employing railroads would be inclined to dispense with some extra gang service as rates are forced up.

Taking these several matters together, we feel that the changes requested by the union on this point should not be pressed at least at present.

### *Recommendation—Travel Pay*

*No change in present agreement.*

### *Rates of Pay*

Two pay issues are involved. At present the employers are free to pay workers with less than three months service whatever they wish. In practice they seem to follow a pattern of area rates. The union is asking that this hiring rate become contractual and that it equal the rate for extra gang employees who have served more than three months. The union is also asking that the pay rates for temporary extra gang men who now receive 90 cents and 95 cents per hour, the amount depending on the length of service, shall be raised to the level of permanent extra gang labourers who work year round with section men. The union has explained that it was always their objective to include the temporary extra gang men in wage agreement No. 12. Wage Agreement No. 13 was signed only after half a century of failure to achieve the original purpose.

At this point it is important to recall the contents of the preamble to this report wherein the nature of the role of this Board and its responsibilities were discussed. If our reasoning appears to some to pay insufficient attention to certain financial problems of the employer, the reply must be made that this problem is only one of the criteria we have used, and in the nature of our task, must be taken in conjunction with other factors.

### *(a) Rates of Pay for Probation Employees*

In the section of this report dealing with the definition of an extra gang man, the probation principle and period was upheld. The union gave the impression that the present freedom regarding this kind of employment was a threat to the union inasmuch as the employers could use the privilege to operate largely with a revolving gang of probationers. While there was no charge of abuse, the union was anxious to remove the temptation. This could be reasonably well guaranteed if the hiring wage were not at the discretion of the employer but were made a contractual obligation known to all. There is no conclusive evidence that the hiring rate

should be the same as the regular employees rate. But it seems to be wise to establish a rate somewhat but not overly far below the regular rate. In setting a rate the Board is aware of the differences which prevail between the regional labour markets. But this is not unique to the temporary extra gang men. Standardization across the country is certain to benefit low paid areas more than high paid sections. Moreover, it should be remembered that the recommendation is for a minimum.

#### *Recommendation on Rates of Pay for Probationers*

*A minimum rate of 80 cents per hour should be established.*

#### *(b) General Pay Rates*

Pay increases for these employees must be justified either on the grounds that their rates have lagged behind in a general wage movement resulting either from increases based on some factor such as inflation or productivity; or on the ground that there has been an historic differential against this group which is not justified.

The union has presented us with statistical data, a large part of which comes from American sources. This data must be admitted with great caution. The per capita income in Canada is generally assumed to be and probably is somewhat lower than that of the United States. Moreover, its distribution pattern is also different. The mere fact of the American distributive pattern of railway wages is no more proof that the Canadian should be the same than the reverse proposition that the American should conform to the Canadian.

The union has also presented data showing an historical comparison of the wage rates for extra gang men and section men (Employees Exhibit No. 5). The union expresses the point of view that an increasing spread in cents per hour between the two types of occupation between 1921 to 1952 indicates a growing discrimination against the extra gang men. This is incorrect by itself unless the same picture emerges when the comparison is based on percentages. It is true (according to the union figures) that the average hourly rates for section men in 1921 were only 7 per cent above those of extra gang men. In 1926 this had increased to 25 per cent and by 1930 was over 40 per cent. In five year intervals it has moved as follows:—

1921—7%	1941—31%
1926—25%	1946—24%
1931—42%	1951—40%
1936—48%	

Thus, if we leave out the opposing extreme years of 1921 and 1936 the differential has ranged between 25 per cent to 40 per cent but was no higher in 1951 than it was in 1930. The relative position of these extra gang employees in relation to section men has not deteriorated over the past twenty-three years. A similar result emerges when the percentages are struck in comparing wage movements of extra gang and transportation labourers (Employees Exhibit No. 8). The transportation labourers had a 39 per cent advantage in 1926 and precisely the same in 1951. The intervening fluctuations were steadier than in the earlier comparison. There appears to be no case that the hourly wage position of the extra gang labourers has become relatively worse.

The question regarding the long run position is more difficult to establish one way or the other. Nevertheless, there is a presumption in the figures available which supports the view of the Stitt Board that the two classes of work under comparison, temporary extra gang men and section men, are sufficiently different to justify a considerable wage difference. It is also to be noted that the labour market has tended to maintain a considerable differential throughout the last quarter century, narrowing it somewhat in tight market periods and widening it again when conditions slacken. The trend, however, appears to be to perpetuate the same percentage differential. Without further evidence we see no reason to indicate a wage increase on this basis.

Finally, the indices which normally support an increase are not favourable at the moment. Cost of living, investment, the financial position of the company and the like, do not support the union demand. Furthermore, the fact that the major railway unions are not pressing for an increase cannot be ignored, particularly since the extra gang employees are asking for substantially the same fringe benefits as are the other unions.

#### *Recommendation on Wages*

*No increase as such.*

#### *Compensation Adjustment*

The recommendation to reduce the hours to those recommended by the Stitt Board, viz. to 50 per week would, if implemented, decrease the take-home pay of the workers. Compensation for this possible loss in pay seems to be justified. Extra gang labourers have been, until recent years, working a 60-hour week. In the expired agreement this was in effect reduced to 54 after which

overtime rates became operative. While this report has emphasized the high premium extra gang workers will almost certainly place on income as against leisure, a 54-hour week is out of line with developing practice in industry generally. There is justification for the implementation of the Stitt Board recommendation of 50 hours per week. This should be accompanied by an hourly wage increase which will produce the same income for 50 hours as the present scale does for 54 hours.

At present some employees receive 90 cents per hour and some 95 cents. The adjustment should be calculated as follows:

$$\frac{54 \times \$0.90}{50} = \$0.972 \text{ per hour}$$

Thus, dropping the \$0.002 the new rate becomes \$0.97 per hour.

$$\frac{54 \times \$0.95}{50} = \$1.024 \text{ per hour}$$

Dropping the \$0.004 the new rate becomes \$1.02 per hour.

#### *Recommendation on Wage Adjustment to Compensate for Reduction in Hours*

*Those currently receiving \$0.90 per hour should be paid \$0.97.*

*Those currently receiving \$0.95 per hour should be paid \$1.02.*

In conclusion, the Board wishes to express its appreciation of the courtesy displayed to us by the representatives of the two parties at all times during the hearings.

Respectfully submitted.

(Sgd.) H. D. WOODS,  
Chairman.

(Sgd.) MICHAEL RUBENSTEIN,  
Member.

### MINORITY REPORT

Prof. H. D. WOODS  
Director of Industrial Relations  
1020 Pine Avenue  
Montreal, Que.

Dear Prof. Woods:

I have your letter of October 22 enclosing copies of your report to the Hon. Milton Gregg, Department of Labour, Ottawa, in connection with Industrial Relations and Disputes and involving the dispute affecting the Brotherhood of Maintenance of Way Employees, the Applicant, and the Railway Association of Canada (Extra Gang Employees), Respondent.

I agree with the recommendations submitted by you with the exception of the following three items:—

#### 1. Recommendation on Seniority.

Rates of Pay for Probationary Employees.

My objection to your recommendation in these cases is due to the fact that these individuals are only temporary employees and to grant this request would result in temporary employees receiving more favourable consideration than other Maintenance of Way employees receive during their probationary period.

#### 2. You also recommend that the decision rendered by Judge Sloan, Arbitrator, dealing with the Non-Operating Group, covering the following benefits be made applicable to temporary Extra Gang Labourers:—

- (a) Payment of holidays.
- (b) Guarantee for holiday pay when employee is required to work and rates be paid.
- (c) Arrangements in case a holiday falls on a day of rest.
- (d) Sunday Penalty rates.  
Sick Leave.  
Vacation with Pay.

I am unable to see my way clear to concur in your recommendation in respect to the above items. The employment of the individuals in question is of a temporary nature and it is unreasonable to recommend that these employees be granted the same rights and privileges as might be granted permanent employees who have spent years in the service of the Railway.

#### 3. Compensation Adjustment:—

While it is true that the Stitt Report recommended a 50-hour work week when the agreement was negotiated, the representatives of the employees agreed to an eight-hour day, forty-eight hour week with *pro rata* rate for the 9th hour of service. It must have been realized that fifty hours would be difficult to divide among six days and the employees were evidently more concerned in earning additional compensation. In view of the fact that an eight-hour day, forty-eight hour week has been established, it is my view that it would not be proper



for this Board to recommend an adjustment in hourly rates in order to grant the employees fifty-four hours' earnings for a fifty-hour week. Any recommended changes in the agree-

ment should be effective as from November 1, 1954.

Yours respectfully.

(Sgd.) S. W. CRABBE,  
Railway Nominee.

## Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in three cases heard October 19, 1954.

The three disputes concerned one claim for payment of deadheading and two claims for time and one-half for a second tour of duty started within 24 hours of the starting time of the previous shift.

The Board sustained the contention of the employees in two cases but not in the first.

The three disputes and decisions are summarized below:—

**Case No. 650—Dispute between Canadian Pacific Railway (Pacific Region) and Brotherhood of Locomotive Firemen and Enginemen concerning a fireman's claim for payment for deadheading back to his home terminal.**

On August 23, 1953, a spare fireman was slightly injured when, while handling the water spout, he stepped on the angle iron on top of the lid and fell to the deck of the tender. He stated that he could not complete the run, a distance of 48 miles, and the company supplied another fireman.

When called for his turn the next day, he booked unfit and returned to his starting point on his own initiative.

The employees contended that the fireman had been sent from his home terminal on the company's orders and is entitled to payment for deadheading back to home terminal, inasmuch as the deadheading was incurred because he was away from his home terminal at the direction of the company.

The company argued that the fireman by his own admission failed to take the necessary precaution when handling the water spout and did not book unfit or book rest when his train reached its destination. He was, therefore, considered available for his turn out. He did not book off or unfit on his return to his starting point and when called for his next turn out two days later he accepted this call.

The company contended there was no provision in the schedule for the payment of deadheading to home terminal due to having been injured and if any provision was made for payment on the part of the company, this would conflict with the purpose of the British Columbia Compensation Act, which provides that payment of compensation because of injury will begin on the fourth day of lay-off, exclusive of holidays.

Representatives of both contending parties appeared before the Board and gave additional evidence. It was developed that the claimant did not deadhead on the company's orders.

The Board ruled that the employees contention be not sustained.

**Case No. 651—Dispute between Canadian Pacific Railway (Eastern Region) and Brotherhood of Railroad Trainmen with respect to a claim by a yardman for time and one-half for second tour of duty started within a 24-hour period of the starting time of the previous shift.**

A regular assigned yard helper at Windsor, Ont., was required to work as relief yard foreman from 11:59 p.m. to 7:59 a.m. on May 3, 1953, and from 11:00 p.m. to 7:00 a.m. on May 4, 1953. He claimed time and one-half for service performed on the second shift, May 4. Both shifts were paid straight time rates.

The employees referred to Rule C of yard service overtime, which reads in part:

1. Yardmen assigned to regular shifts who are required to work in excess of eight consecutive hours, or who are required to commence work on second tour of duty within 24 hours of the starting time of the preceding shift paid for at *pro rata* rates, will be paid for time worked in excess of eight hours' continuous service and for the second tour of duty at one and one-half times the *pro rata* rates...

The employees also referred to Rule L, part of which reads as follows:

1. The promotion of yardmen in their respective yards will be according to the seniority of the men in that yard and will be governed by merit, fitness and ability...

The employees contended that under the schedule rules quoted above the yardman was entitled to the claim as he was taken off his regular assignment and required to start the second tour of duty within a 24-hour period from the starting time of his previous shift.

The company admitted that the claimant had begun the second shift within 24 hours of starting time of the preceding shift. However, they pointed out, the yardman held a regular position and when he elected to work as relief yard foreman, he was exercising his seniority. The company took the position that when such work is performed in the exercise of an employee's seniority then he is not entitled to time and one-half rate, but only to straight time rate.

The Board in reaching its decision made it clear that it seemed unlikely, in view of the passage of time, that the exact facts could be established satisfactorily. Under these circumstances it was felt that the employee might be given the benefit of the doubt. The contention of the employees was sustained by the Board with the understanding that this decision applied only to that particular case and did not establish any precedent.

*Case No. 652—Dispute between Canadian Pacific Railway (Eastern Region) and Brotherhood of Railroad Trainmen with respect to a claim by a yardman for time and one-half for second tour of duty started within a 24-hour period of the starting time of the preceding shift.*

## Broadcasts on Seasonal Unemployment

*(Continued from page 29)*

governments, industry, labour and the consuming public could reduce it to a minimum. The Minister added that the attainment of such objectives as high employment and a steadily increasing standard of living entails responsibilities for all sectors of the economy.

Calling upon employers, workers, consumers and governments to attack the seasonal unemployment problem as a team, Mr. Gregg recommended initiative, ingenuity and joint efforts by all. He added that no one group could accomplish a great deal alone but expressed confidence that together, all groups in the economy could do much to stabilize employment on a year-round basis.

On December 13, 1952, a yardman at McAdam Junction, N.B., worked from 2:30 p.m. to 10:30 p.m. as a yardman and then from 10:45 p.m. to 6:45 a.m. on December 14 as yard foreman. He claimed time and one-half for the second tour of duty.

The employees referred to the same rules as in Case No. 651 above.

It was the employees' contention that the yardman was called and required to work as foreman on a second tour of duty within a 24-hour period and therefore entitled to time and one-half for the second tour.

The company argued that the yardman held a regular job on a shift which began at 10:00 p.m. on December 13 and that he was called for and worked as yardman, in the exercise of his seniority, on a shift beginning at 2:30 p.m., as there was a temporary vacancy on this shift. Eleven qualified men senior to the claimant were worked as yardmen on shifts that day and were called in turn to fill the vacancy but all declined. The claimant, the next in line, elected to do so.

No claims were received from any of the senior men called and this confirmed that the claimant, in electing to work the 10:45 p.m. shift as yard foreman, did so in the exercise of his seniority, the company contended. Therefore, the company argued, the yardman was not entitled to time and one-half rate, but only to the *pro rata* rate.

Following the submission of additional evidence by both parties the Board ruled that the contention of the employees be sustained.

## Hospital Insurance Covers 60% of U.S. Population

Hospital insurance covered 98.8 million persons and surgical insurance 82.3 million out of a United States population of about 157.4 million at the end of 1953, according to data compiled by the U.S. Health Insurance Council. Catastrophe insurance covered 1.2 million, a rise of 77 per cent during the year.

Catastrophe insurance pays nothing to the insured if the cost of an illness is below a certain amount. Above the deductible amount, which ranges from \$100 to \$500, the insurance company usually pays 75 per cent of the medical costs.

About 42 million United States workers are covered by disability insurance that indemnifies against loss of wages.

# Collective Agreements

## Apprenticeship Clauses in Collective Agreements in the Printing Industry

Practically all collective agreements in the printing industry have clauses on apprentice training and agreements in the industry contain more information on this subject than those in most other industries

Practically all collective agreements in the printing industry make some mention of apprenticeship—many go into considerable detail—and agreements in this industry contain more information on the subject than those in most other industries.

This is not surprising, for apprenticeship training has long been the accepted method by which printing tradesmen learn their skills and their unions have for many years played a part in establishing apprenticeship regulations for the various printing trades.

This article, which describes briefly the conditions of apprenticeship in the three principal printing trades, compositor, pressman and bookbinder, is based mainly on information drawn from collective agreements currently in force, supplemented by provisions contained in the by-laws of the unions concerned. These trades, besides being the most important in point of number of members, are those about which most information is given in the agreements.

Apprenticeship regulations covering printing trades in the province of Quebec, as established by decrees under the Quebec Collective Agreement Act, are also described. The printing industry in that province is largely, though not exclusively, governed by that Act.

The permitted ratio between numbers of apprentices and journeymen varies considerably from one agreement to another in all three trades. There seems to be no connection between the ratio and the locality or province, and reasons for the variations are not apparent; however, they probably depend largely on local supply of and demand for journeymen. The by-laws of one of the unions in fact state that the ratio is to be adjusted "so that the industry gradually absorbs the new journeymen" and describe in detail a method for calculating the ratio to that end.

### COMPOSITORS

Practically all of the agreements on file in the Department affecting compositors contain some provisions regulating apprenticeship training. Excluding agreements covering establishments in the province of Quebec, about 75 per cent deal with apprenticeship in a fairly detailed manner while nearly all of the remainder at least include a wage scale for apprentices and give the permitted ratio of apprentices to journeymen in the establishment covered.

In all but a very few of these agreements the International Typographical Union is the representative of the employees. In the province of Quebec a large number of the agreements in force are with *Le Conseil Syndical des Métiers de l'Imprimerie*; these agreements are usually in standard form, which states that the working conditions of apprentices not covered in the agreement are governed by the Collective Agreement Act decree for the industry.

The provisions regarding apprenticeship in the agreements of the International Typographical Union are based on the union's General Laws, from which they are often taken almost verbatim. Collective agreements often, in addition, contain specific regulations on some aspects of apprenticeship in response to local requirements.

The main provisions regarding apprentices, based on an examination of a number of the agreements of the ITU, are set forth below. None of the agreements examined contained all of these regulations. They have been obtained by putting together information found in different agreements, reinforced by reference to the union's Book of Laws.

**Admission and Length of Apprenticeship**—Apprentices must be not less than 16 years of age at the beginning of their apprenticeship. Sometimes a certain degree of education is stipulated as necessary



before a young person can be admitted as an apprentice. For example, one agreement states that the applicant shall have completed public school or its equivalent. Another agreement states that two years' high school are required.

An applicant, before entering the trade, must pass a technical examination given by the local union's apprenticeship committee, and a physical examination by a doctor approved by the local. Locals reserve the right to refuse to register apprentices in any office which has not the necessary equipment to afford instruction in the different branches of work agreed on.

The terms of apprenticeship is six years. At the end of the first year, if the apprentice proves competent, and if the foreman and the apprenticeship committee recommend him for membership, he must be admitted to the union as an apprentice member.

**Training and Supervision**—Beginning with the second year of his training, the apprentice is required to be enrolled for the Union's Course of Lessons in Printing, and he must complete this course before he can be admitted as a journeyman member at the end of his term. During the last two years arrangements are to be made to give him instructions on all typesetting and typecasting devices in use in the office where he is employed. No apprentice is allowed to leave his employer and take service with another without the written consent of the president of the local union.

A number of agreements contain an outline of the kinds of work to be taken up by an apprentice in each year of his training. The following two extracts are examples of such schedules:

## I

An apprentice may be required, during the first year of his apprenticeship, to do any work the office may desire, but must be allowed during this time to learn the case and learn to set type. During the second year of his apprenticeship the apprentice must be employed on composition an average of at least two and one-half hours per day and must be taught the rudiments of display work. Beginning the third year, the program of work will be as follows: ads, thirty months; make-up, seven and one-half months; machine composition, ten and one-half months.

## II

In the first year an apprentice may be required to perform such work in the composing room as the foremen may direct.

In the second year an apprentice shall be employed at least 50 per cent of his time on hand composition and distribution.

In the third year an apprentice shall be employed in the ad room at least 75 per cent of his time at the general work of that department.

In the fourth year an apprentice shall be employed full time on hand composition, make-up work or such work as may be required of an all-round compositor. And in the fifth and sixth years apprentices shall be employed on typesetting machines or such other typecasting devices as may be in use in the office where they are employed.

Certain provisions are made for the supervision of the apprentice during his term of service. The foreman and the chairman of the chapel\* are to see that the apprentice is given every opportunity to learn the different branches of the trade by requiring him to be given work on the different processes involved and to be passed on to another when he has become proficient in one of these processes. It is sometimes provided that the chairman shall make quarterly reports to the local apprenticeship committee. These reports are to show whether the agreed conditions are being kept, whether the apprentice is being advanced or kept back in learning the different processes; if he has shown himself negligent or incompetent that fact is to be noted. Occasionally the receipt of the regular wage increase is dependent upon the apprentice's satisfactory progress. If an apprentice is careless and neglectful of his duties his case is to be investigated by the local committee and presented to the union for action.

Registered apprentices are to be given the same protection as journeymen and are to be governed by the same shop rules, working conditions and hours.

**Wage Scale**—The wage scale for apprentices is commonly expressed in percentages of the journeyman's rate. Most often increases are allowed every six months but quite frequently they are given annually. In other cases annual increases may be the rule for part of the apprenticeship term, and increases at six-month intervals during the rest of the period. The rate at the beginning of apprenticeship ranges from 25 to 40 per cent of journeymen's rates, and in the last year, or last six months of the term, from 70 to 90 per cent.

There is some variation in the amount of each increase. Moreover, although it is usually the same in each period, this is not always the case. The following example illustrates a case in which there is a variation both in the length of the period between increases and also in the amount of the increase:

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\*To the compositor, his union is a religion—local shop units are called "chapels".

1st year, 30 per cent; 2nd year, 35 per cent; 3rd year, 1st 6 months 40 per cent, 2nd 6 months 45 per cent; 4th year, 1st 6 months 50 per cent, 2nd 6 months 55 per cent; 5th year, 1st 6 months 60 per cent, 2nd 6 months 65 per cent; 6th year, 1st 6 months 75 per cent, 2nd 6 months 85 per cent.

As a general rule, however, the increase amounts to about 5 per cent of journeyman's rate per 6-month period, or 10 per cent per year.

#### **Ratio of Apprentices to Journeymen—**

Some provisions in agreements are designed to limit the degree to which apprentices are allowed to be substituted for journeymen in the performance of the work of the composing room. A provision of this kind found in almost all agreements governing this trade is one which establishes the ratio to be maintained between the number of apprentices and the number of journeymen employed in the establishment. This ratio varies greatly between agreements. One agreement, for example, gives the ratio as one apprentice to two journeymen; if more than two journeymen are employed one extra apprentice may be employed for the next five journeymen; after a total of four apprentices are employed the ratio becomes one additional apprentice to every 10 additional journeymen. Under the terms of another agreement only one apprentice is allowed to 15 journeymen, and a one-year interval is required between each enrolment of an apprentice. Sometimes there is a limit to the total number of apprentices that may be admitted, such as three or four.

Many agreements provide that the stipulated ratio between apprentices and journeymen is to be maintained when overtime work is performed. It is commonly provided that an apprentice shall not have charge of a department or class of work.

### **PRINTING PRESSMEN**

Nearly all the agreements on file covering pressmen refer to apprenticeship training but generally less detail is given than in the compositors' agreements. Excluding Quebec province, between 15 and 20 per cent of the pressmen's agreements went into reasonably full detail; while 30 per cent gave a few particulars. Nearly all, however, included a wage scale for apprentices and/or the permitted ratio of apprentices to journeymen.

In all but two of the pressmen's agreements examined the International Printing Pressmen and Assistants' Union is the bargaining agent for the employees, and the following outline of the principal provisions regarding apprentices is based on the

agreements of this union. Reference was also made to the Constitution and Laws of the union.

With regard to the Collective Agreement Act of Quebec, the remarks made concerning apprentice compositors also apply to apprentice pressmen. Three agreements affecting pressmen in Montreal, negotiated by the International Printing Pressmen's Union, are, however, included in this section of the analysis.

**Admission and Length of Apprenticeship—**Apprentices in this trade are commonly divided into apprentice assistants (sometimes referred to simply as apprentices or assistants) and apprentice pressmen. The total length of apprenticeship before journeyman status is reached appears to be generally six years. Of this time three years must be served as an apprentice assistant, and the remaining three years as apprentice pressmen.

An apprentice assistant, however, does not necessarily go on to become an apprentice journeyman. He may on the contrary qualify as, and remain, an assistant pressman (also called a feeder), four years' service as an apprentice usually being required before full press assistant's pay is reached. Should he wish to become a journeyman, after three years as an apprentice (also called apprentice assistant), if there is a vacancy, and if his employer is satisfied that he has the necessary qualifications, he may become an apprentice pressman. After a further three years' service he is eligible to become a journeyman pressman. He does not, however, necessarily become a journeyman automatically on completion of his apprenticeship. This may depend upon there being a vacancy for a journeyman in his own office or in some other office within the local's jurisdiction to which he is willing to go. If there is no vacancy for a journeyman the apprentice may continue to work at the rate of pay he reached at the end of his term, which is generally between 85 and 95 per cent of a journeyman's rate. Under some agreements the apprenticeship period is not divided in this way, and the term is five or six years.

The following definitions are given in one agreement:

An apprentice pressman shall mean one who has served time in a pressroom as a press assistant and who is recognized by the employer as being competent enough to be given the opportunity to study and learn his trade with the objective of becoming a journeyman pressman. He may be used as a pressman at the discretion of the employer, but on two-colour presses he may be used only after he has completed three years of his apprenticeship.

A press assistant (feeder) shall mean an assistant to a journeyman. Such assistant shall have not less than three years' experience and be capable of assisting in make-ready and operation of a press with or without an automatic feed.

An apprentice shall mean one who is beginning the trade and does not qualify as an assistant, but who is learning with the objective of becoming a press assistant.

**Training and Supervision**—The Constitution and Laws of the International Printing Pressmen's Union require that all apprentice pressmen shall apply for membership in the union and shall take the correspondence course supplied by the Trade School of the Union. The local union is furthermore required to maintain a standing committee to conduct examinations which are held quarterly. Reports on these examinations are to be sent to the local union concerned, to the employer and to the President of the International Union.

An apprentice may not leave one office and take service with another employer without the written consent of his employer and of the president of the union. However, these rules, which are contained in the union by-laws, are mentioned in only a few agreements.

The laws of the International Union also require that a local joint apprenticeship committee be set up, to be composed of an equal number of representatives of the employers and of the union local concerned. This committee is to make surveys, to report upon apprenticeship conditions, and to enforce conditions agreed upon. It may recommend the cancellation of training for an apprentice who does not show the necessary aptitude or qualifications, or for other reasons.

Apprentices are to be governed by the same rules, working conditions and hours as journeymen, and are to receive the same protection. No office is to be entitled to employ an apprentice unless it has the equipment necessary for proper instruction in the classes of work being taught. Any apprentice who loses his position through no fault of his own is to be given the first apprenticeship vacancy occurring in any shop.

**Wage Scale**—The scale of wages for apprentices, as a percentage of journeymen's rates, varies considerably from one agreement to another. The starting rate ranges from 30 to 40 per cent of the journeyman's rate; the final rate before reaching the journeyman's scale, from 80 to 95 per cent.

The method of stating the scale also varies. It is commonly given as a percentage of the journeyman's rate but quite

often it is given as a rate per hour or per week. Moreover, in many agreements two scales are given, one for apprentices and one for apprentice pressmen.

**Ratio of Apprentices to Journeymen**—In about half the agreements which gave the permitted ratio of apprentices to journeymen the proportion was one to four. Sometimes the ratio was one to four or major fraction of four. In the rest of the agreements various ratios were mentioned, including one to three or fraction of three, one per crew or per press and ranging to as small a ratio as one to 10. In the two agreements which mentioned the ratio of one to 10, any shop regularly employing one or more journeymen was allowed at least one apprentice. One agreement stated that no ratio was recognized but that apprentices might be admitted by arrangement between employer and union. Another agreement limited the number to that which could be absorbed locally.

## BOOKBINDERS

Agreements of the International Brotherhood of Bookbinders on the whole contain fewer provisions regarding apprentices than those of either of the other two trades dealt with in this study. Almost a quarter of those examined have no provisions relating to apprentices. Of the remainder, nearly all include a wage scale for apprentices, and about two-thirds also mention the permitted ratio of apprentices to journeymen employed. Only about 20 per cent of the agreements on file contain any substantial amount of detail regarding apprenticeship.

The following outline of apprenticeship conditions in this trade is based on information obtained from some of the agreements and from the Constitution and By-laws of the International Union.

**Admission and Length of Apprenticeship**—Where age is mentioned, 16 or 17 is the minimum for a candidate for apprenticeship. Apprentices must be registered by the secretary of the local union.

In this trade there are separate apprenticeships for males and females. But as far as conditions of apprenticeship covered by collective agreements are concerned, the only differences in the regulations for males and females are in regard to the length of apprenticeship and the ratio of apprentices to journeymen or journeymen allowed. Separate and distinct classes of work are, however, allotted to men and women. The following extract from an agreement describes the kinds of work performed by each:



### *Journeyman Bookbinder*

A Journeyman Bookbinder is a skilled artisan who has had at least five years' apprenticeship, and who can perform in a proficient manner any of the following hand operations, or can competently operate any of the various mechanical devices enumerated below:

**Hand Work**—Hand indexing, edging, marbling, embossing, case making, finishing, lettering, gold and foil stamping, rounding, making of blank books, putting on corners and siding on leather, law books and loose-leaf binders (other than school binders or file covers), forwarding, glueing up, and lining up, leather paring, any other skilled operations that is mutually agreed is bookbinding by hand.

**Machine Operating**—Case makers, stampers, cutting machines, rounders and backers, casing-in machine, lining and head-banding machine, folding machine (handling sheets 17 x 22 or over, or other than single folders), gathering machines, cloth cutting, board cutting, signature press operating, ruling, stripping, covering and gang stitching machines, or any other such machine that may be manufactured for the purpose of replacing hand work, which the parties hereto shall mutually agree upon.

### *Journeywoman Bookbinder*

A Journeywoman Bookbinder is one who, after three years' apprenticeship, can perform in a skilled manner any of the following operations, shall be considered a journeywoman and shall come under the schedule of hours and wages set forth as the hours and wages for journeywomen:

Machine indexing, numbering, perforating, machine sewing, hand sewing, cheque binding, collating, gathering, laying on gold leaf, wire stitching, round cornering, inserting, padding, counting, tipping, drilling, punching, light work edging, single folding machine, small folding machines handling sheets under 17 x 22, eyeletting, slitting, feeding ruling machines, making file covers, or any other skilled work that shall be mutually agreed is the work of a skilled journeywoman.

The length of apprenticeship varies from four to six years for males. For females it is shorter—usually three, but occasionally four years.

**Training and Supervision**—A Joint apprenticeship committee composed of representatives of the union and the employer may be set up to supervise the training of apprentices. Opportunity must be given to learn all branches of the trade. An apprentice may be examined periodically by the local committee, or reports on his progress may be made to the committee by the chairman of the chapel. If an apprentice is careless or neglectful of his duties his case may be investigated and referred to the local committee for action. Apprentices may not leave one office and enter service in another without the written consent of the president of the union. They are entitled to the same protection

as journeymen, and are subject to the same shop rules, hours and conditions of work.

**Wage Scale**—Wage rates for male apprentices are usually 30 or 35 per cent of journeymen's wages at the beginning of the apprenticeship term and rise by yearly or half-yearly increases to 90 per cent (occasionally as high as 95 or as low as 75 per cent) at the end of the apprenticeship term. For females, wages most often start at 60 per cent of journeywomen's rates and rise to 90 per cent in the last year or six months of apprenticeship, the higher percentage at the beginning, compared with male rates, being evidently due to the shorter term of apprenticeship.

**Ratio of Apprentices to Journeymen**—The ratio between the numbers of apprentices and journeymen who may be employed varies from one agreement to another. For males, the most common ratio appears to be one apprentice to three, or major fraction of three, journeymen; but ratios of one to two, one to four or one to five are found only a little less frequently. Sometimes the ratio varies with the number of journeymen employed, such as one apprentice for the first four journeymen employed, two for eight journeymen, and, if there are more than eight, then one extra apprentice is allowed for each five extra journeymen.

Sometimes the ratio for females is different from that set for males. In two agreements the ratio was one to five, or major fraction of five, for men and one to three, or major fraction of three, for women.

Not infrequently an office is allowed one apprentice if at least one journeyman is regularly employed, regardless of the established ratio.

## COLLECTIVE AGREEMENT ACT, QUEBEC

Decrees issued under the Collective Agreement Act affecting the printing trades divide the province into three regions, Montreal Region, Quebec Region, and Chicoutimi Region, and each region is dealt with separately in the following outline of apprenticeship conditions.

### Montreal Region

**Admission**—Applicants for apprenticeship in the printing trades must as a rule be not under 16 and not over 20 years of age. Educational qualifications ordinarily required are ninth year standing (Catholic schools) or two years high school (Protestant schools). Applicants are required to pass a medical examination. New apprentices may be employed only with the approval of the Apprenticeship Commission.

### **Training, Supervision and Length of Apprenticeship**

—An apprentice must attend the School of Graphic Arts at least one day a week for three years. Provision is made for the apprentice to be given an oral examination by the Apprenticeship Commission every six months, and for the Commission to report on his progress to his employer and his parents or guardian. Monthly written reports on the apprentice's progress must also be made to the Commission by the person in charge of apprentices in the establishment where he is employed.

A program of subjects to be learnt in each year of the apprenticeship term is laid down. The term of apprenticeship for compositors is six years. For press apprentices the term is four years but to attain journeyman status an apprentice must also take a recognized course at a graphic arts school, or an equivalent course approved by the Commission. After four years, an apprentice, on registering for such a course, becomes an apprentice pressman and is required to continue this course until he has completed his 7th year of apprenticeship. If he fails to undertake and complete such a course he is classified as an assistant pressman. In bookbinding the term of apprenticeship is six years for males and three years for females. Apprentices are entitled to the same protection as journeymen, and are subject to the same rules, working conditions and hours.

**Wage Scale**—Hourly rates are given in the wage scale. For apprentice compositors and male bookbinders the rates are from 47 to 58 cents in the first six months, and from \$1.22 to \$1.55 in the 12th six months, according to zone. For apprentices in the press department rates are from 43 to 58 cents in the first six months, and from \$1.13 to \$1.47 in the 8th six months. For apprentice pressmen the rates range from \$1.19 to \$1.60 in the 5th year, and from \$1.21 to \$1.76 in the 7th year. For female bookbinding apprentices rates run from 44 to 51 cents in the first six months, and from 67 to 80 cents in the 6th six months.

### **Ratio of Apprentices to Journeymen**

—The maximum number of apprentices that may be employed in any trade is one for every one, two or three journeymen; two for every four, five or six journeymen; and three for every seven, eight or nine journeymen. For every three journeymen employed over nine an extra apprentice is allowed.

## **Quebec Region**

The apprenticeship rules for this region are not as detailed as those for the Montreal region. The applicant must be not under 16 and not over 25 years old, and the duration of the apprenticeship is determined by the Competence Committee and ends with the issue of a journeyman's card at the end of his first, second, third, fourth or fifth year. A certain standard of proficiency must be reached before this card is issued. The apprenticeship period for female bookbinding apprentices is four years.

During the apprentice's first month he must pass an oral examination before the Board of Examiners, and may be required to furnish a medical certificate.

The ratio between the number of apprentices and the number of journeymen that may be employed is the same as that already mentioned for the Montreal Region.

Wages for male apprentices in all trades in this region begin at from \$19.50 to \$21 per week in the first year, and rise to from \$42 to \$47 per week in the fifth year. For female apprentices the rates are \$18.50 per week in the first six months and \$32 in the 8th six months, rates for journeymen range from \$1.52 to \$1.62½ per hour. All rates are three per cent lower than the above in Lévis and Lotbinière counties, and 10 per cent lower in judicial districts other than that of Quebec.

## **Chicoutimi Region**

Applicants for apprenticeship must be at least 16 years old, and must produce a seventh year certificate. The term of apprenticeship is five years for compositors, pressmen and bookbinders, and three years for female bookbinding apprentices. Certain credits are allowed to apprentices who have attended regular classes at the Graphic Arts School, or who have taken recognized correspondence courses.

Wage rates for male apprentices begin at 38 cents per hour in the first year and reach 92 cents per hour in the 10th six months. For female bookbinding apprentices the rate is 40 cents per hour in the first six months and 58 cents in the 6th six months in Zone I; and five per cent lower in Zone II. Journeymen's rates are \$1.28 to \$1.35 an hour.

An employer who has one journeyman may hire one apprentice; if he has two journeymen he may have two apprentices; and for each additional two journeymen one extra apprentice may be employed.

# Collective Agreement Act, Quebec; Industrial Standards Acts, Ontario, Saskatchewan, Alberta

Under the Collective Agreement Act, Quebec, a number of wage increases were made obligatory by Orders in Council during October and November. Some changes were also made in other conditions of work, including paid holidays, vacations with pay, hours of work and overtime.

In the food products retail trade at Quebec, minimum hourly wage rates were increased by 10 cents, and minimum weekly rates by \$1 in Zone II; minimum rates of Zone I were unchanged; compensation for unused vacation credits is now provided for all employees of both zones who leave their employment for any reason.

In the ladies' handbag manufacturing industry throughout the province paid holidays were increased from two to four. In the trucking industry at Montreal minimum hourly rates for all classes except junior helpers were increased by 5 cents.

Minimum hourly rates for longshoremen (ocean and inland) at Sorel were increased by 15 cents per hour for day work and by 22½ cents per hour for night work. For unloading grain from Great Lakes or ocean vessels into elevators, hours of work were adjusted and the minimum hourly rate for work between 7 a.m. and 11 p.m. is now \$1.43 and the rate for work between 11 p.m. and 6 a.m., \$2.14½, as well as after 55 hours per week; time and one-half is now paid for work between 1 p.m. and midnight on

Saturday and double time for work during meal hours; vacation pay equal to 2 per cent of total wages during navigation season is now provided.

In the metal trades at Quebec the regular work week was reduced from 55 to 52½ hours; minimum hourly rates were increased by from 3 to 5 cents per hour, and two paid holidays are now provided for.

Under the Industrial Standards Act, in Ontario, new schedules for electrical workers at London and for bricklayers at Ottawa were gazetted September 25. The new schedule for electrical workers at London increases the minimum hourly rate from \$1.90 to \$2.05 and provides further increases of 5 cents per hour, each six months, to a new rate of \$2.20 on and after January 1, 1956. The new schedule for bricklayers at Ottawa, except for certain overtime restrictions, remains unchanged with a minimum rate of \$2 per hour.

During October and November, in Ontario, minimum hourly wage rates in the men's and boys' clothing industry throughout the province were increased by from 3 to 6½ cents per hour.

In Saskatchewan, a new schedule for painters at Saskatoon increases the minimum hourly rate from \$1.40 to \$1.65 per hour, and reduces the regular weekly working hours from 44 to 40.

In Alberta, a new schedule for painters at Edmonton increases the minimum hourly rate to \$1.45 per hour.

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## Clergyman Condemns U.S. "Right-To-Work" Laws

The Rev. William J. Kelly, a Catholic University educator and former Chairman of the New York state Labour Relations Board, writing in a weekly paper, *The Machinist*, sharply assailed "right-to-work" legislation, which outlaws the closed shop.

He said the legislation was "morally wrong" in that it directly violated "man's natural right". The Catholic priest quoted from teachings accepted by all religious faiths to support his stand.

He described the laws as destructive of the general welfare. "All good men and women, Protestants, Jews and Catholics,

should seek by every just means to get such laws repealed and should oppose them whenever they are proposed," Father Kelly declared.

"History testifies that the union shop has been a stabilizing influence in industrial relations," he said. "The same history testifies that open shop legislation has only led to unrest and low wages."

Father Kelly's article is the first in a series on "right to work" laws being published by *The Machinist*. Similar articles by leading Protestant and Jewish clergymen will follow.



## Legal Decisions Affecting Labour

Saskatchewan and British Columbia courts review decisions of Labour Relations Boards. Saskatchewan appeal court affirms award of damages to injured farm worker. Quebec court refuses application by a long-shoreman for order requiring union local to admit him to membership

In Saskatchewan the Court of Appeal has quashed an order of the Labour Relations Board certifying an international union for a six-store bargaining unit, holding that the application for certification was not timely because five of six agreements concluded by affiliates of the union separately for each store had not yet been in force for 10 months.

In another case the Court upheld a judgment for damages against the employer of a farm labourer who was injured while using unsafe machinery.

The British Columbia Supreme Court held that the Labour Relations Board had acted within its jurisdiction in certifying an electrical workers' union as bargaining agent for gas workers employed by the British Columbia Electric Company.

In Quebec a member of a longshoremen's union did not succeed in obtaining a court order to compel a Montreal local of the union to admit him.

### Saskatchewan Court of Appeal ...

... because of existing local agreements, quashes international's certification for six-store unit

On October 8 the Saskatchewan Court of Appeal granted an employer's application for an order to quash an order of the Labour Relations Board consolidating six bargaining units into one and certifying an international union as bargaining agent instead of several of its locals. The Court held that the Board had no jurisdiction to hear the union's application for certification on behalf of the new unit because under the Trade Union Act, where a collective agreement is in effect, an application for certification can be made only during the eleventh month of the term of the agreement.

Chief Justice Martin gave the facts in his reasons for decision. On February 18, 1954, a representative of the Retail, Wholesale and Department Store Union applied to the Labour Relations Board for an

order rescinding paragraphs 1, 2 and 3 of its six certification orders respecting the employees of Macdonalds Consolidated Limited at Regina, Yorkton, Swift Current, Saskatoon, Prince Albert and North Battleford, and establishing a new bargaining unit composed of all the company's employees in the six cities. The union locals previously certified as bargaining agents of employees in the six cities were affiliated with the international organization making the new application for certification. The application of the international was filed on February 23 and served on the company on February 25.

Paragraphs 1, 2 and 3 which the union asked the Board to rescind were substantially the same in all six orders. They stated that the employees of the company in the city named constituted an appropriate bargaining unit, that the local union named represented a majority of the employees in the unit, and that the employer must bargain with representatives of the local union. The employees in each city constituted a separate bargaining unit. The first of the certification orders was issued in December 1946 and the sixth in April 1953.

Six collective agreements were concluded between the employer and the bargaining agent for each unit. Each of the agreements contained a provision that it should remain in effect for one year and thereafter from year to year unless, no more than 60 nor less than 30 days before the renewal date, either party notified the other in writing of its desire to terminate or revise the agreement. The agreements were effective from six different dates, all in March, April, May or June of 1953.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

On April 21, 1954, the Board certified the international union as the bargaining agent for a unit made up of the six existing units. The order was stated to be "subject to the condition that the presently existing collective bargaining agreements do remain in force according to their terms". In the Chief Justice's view, however, the effect of the new certification order was to put an end to the existing agreements and replace them with another and different agreement.

He quoted Section 26 of the Saskatchewan Trade Union Act, which provides that every collective agreement shall remain in force for one year from its effective date and thereafter from year to year, unless either party notifies the other in writing not less than 30 days nor more than 60 days before the renewal date that it desires to terminate or revise the agreement. Subsection 3 provides that any trade union claiming to represent a majority of employees in a unit or part of a unit covered by an agreement may apply for certification not less than 30 days nor more than 60 days before the renewal date of the agreement.

In the case at bar it was suggested that the union applying for certification was the same entity as the local unions, the parties to the collective agreements. His Lordship stated that a reference to the constitution of the international union was sufficient to establish that the locals were separate entities from the international.

After examining the expiry dates of the six agreements, he concluded that the application of the international union, filed with the Board of February 23, 1954, was not made "less than 30 days nor more than 60 days" before the renewal dates of the agreements between the company and the locals, except in the case of the agreement covering the employees in Regina. Therefore the application was not made in accordance with the provisions of the Trade Union Act and the Board was without jurisdiction to hear it. The Board's order should therefore be quashed.

Counsel for the Board referred to Section 17 of the Act, which provides that the Board shall have full power to determine any question of fact necessary to its jurisdiction. He contended that the Board had power to decide the facts which would or would not give it jurisdiction and that having decided the facts its decision could not be questioned on *certiorari*. In this case, however, the Chief Justice stated that the facts admitted by the parties showed that the application was not made during the period provided by the Act.

The Board, therefore, had no jurisdiction to deal with it and being without jurisdiction could not determine any facts.

The Court accordingly quashed the Board's order certifying the international union as the bargaining agent for a unit composed of six existing units. *In re Macdonalds Consolidated Limited and Retail, Wholesale and Departments Store Union* [1954] 13 WWR (NS) 363.

### Saskatchewan Court of Appeal . . .

. . . dismisses appeal by farmer from judgment that awarded damages to an employee who was injured

On October 8 the Saskatchewan Court of Appeal dismissed an employer's appeal from a judgment awarding damages to a farm labourer injured while in his employ. The Court held that the employer was negligent in permitting the worker to continue to use machinery which he knew to be unsafe. The amount of damages awarded was \$6,545.

Chief Justice Martin outlined the facts of the case. The plaintiff, a Dane who came to Canada in 1949, was hired in August 1951 to work on the defendant's dairy farm near Unity, Sask. The machinery on the farm included a very old feed cutter with the self-feeder missing. In the spring of 1951 when the defendant had some repairs done to the cutter, he learned that it was obsolete and that it was impossible to reconstruct the old self-feeder or to obtain a new one. He decided to continue to use the cutter, knowing that it would be necessary to feed it by hand. On December 4, while the plaintiff was pushing bundles of clover into the cutter, his left hand and arm were drawn into the machine and he lost his arm to within three inches of the elbow.

The Chief Justice agreed with the finding of the trial judge that the defendant was negligent in having the plaintiff feed sheaves and bundles into the machine by hand as he must have known that it was a dangerous operation. There was no doubt that an employer has the duty to take reasonable care for the safety of his employees by providing proper appliances and maintaining them in a reasonably safe condition. The employer is negligent if he knows that machinery is unsafe and nevertheless allows it to be used by his employees.

It was also well established that an employee who knowingly works on dangerous premises or with defective plant or tools is not debarred from seeking damages against his employer by reason of the maxim *volenti non fit injuria*. Where there

is a duty on the part of the employer, in order to escape liability for neglect of that duty, the employer must establish that the employee contracted to take on himself the risk and exempted his employer from his duty. Mere continuance in service with knowledge of the danger does not prevent the employee from recovering damages for the employer's negligence.

The Chief Justice found no ground upon which the plaintiff could be found guilty of contributory negligence. He appeared to have performed his work in the only manner in which it could be performed. Because of the lack of a self-feeder he had to push the bundles of clover into the cutter by hand. There was no suggestion that his employer had instructed him to do otherwise.

For these reasons the Court dismissed with costs the employer's appeal from a judgment requiring him to pay damages. *Nielsen v. Redel* [1954] 13 WWR (NS) 416.

### British Columbia Supreme Court...

... holds that Board had jurisdiction to certify electrical workers' union for gas workers' unit

On September 21 the British Columbia Supreme Court dismissed a company's application for an order to quash the certification of an electrical workers' union as the bargaining agent for employees engaged in the manufacture and distribution of gas. The Court held that it had no jurisdiction to quash an order of the Labour Relations Board since the Board had exercised the powers conferred on it by statute to determine whether the conditions required for certification existed and, upon finding that they did, to certify an applicant union.

Mr. Justice Whittaker gave the facts in his reasons for decision. The British Columbia Electric Company applied by way of *certiorari* proceedings to quash an order of the Labour Relations Board certifying Local 213 of the International Brotherhood of Electrical Workers as the bargaining agent for a unit of its employees engaged in the manufacture and distribution of gas. The application was made on the ground that the union's jurisdiction under its constitution did not cover workers in the gas industry, and that the Board therefore could not have been satisfied that a majority of the employees in the unit were members in good standing of the union.

His Lordship quoted the provisions of the British Columbia Labour Relations Act which set out the obligations of the Board in determining whether certification should

be granted. It was clear that the Board had jurisdiction to grant certification if it was satisfied that a majority of the employees in the unit were members in good standing of the applicant union or, if it was in doubt on that question, if a majority of the employees voted for the applicant in a representation election. Presumably the employees in the unit could choose as their bargaining agent a union whose members were engaged in a totally different kind of work, unfamiliar with wages and conditions of work in the industry in which the employees were engaged. This could result in some embarrassment to the employer and could result in jurisdictional disputes between rival unions, each seeking to advance its prestige or power by securing members regardless of its trade jurisdiction. In His Lordship's opinion, this might not be conducive to industrial peace but no doubt the Legislature had given these matters serious consideration before passing the Act in its present form.

He then quoted sections from the constitution of the IBEW dealing with its jurisdiction. Section 1 states that the union has jurisdiction over "all electrical wage workers". Section 9 of Article XV provides that "any employee engaged in the electrical industry on work coming under the jurisdiction of IBEW charters, as above indicated and as interpreted by the IP (International President), may become a member of any local union..." Another section under the heading "Qualification of Members" provides that "any electrical worker or employee of good character, not less than 16 years of age, is eligible to membership, provided he passes a satisfactory examination when required to do so..." Article XXVIII, Section 1, under the heading "Jurisdiction", reads:

It is quite necessary, therefore, that the jurisdiction of the IBEW be recognized as one covering:

(a) The manufacture, assembling, construction, installation or erection, repair or maintenance of all materials, equipment, apparatus and appliances required in the production of electricity and its effects.

(b) The operation, inspection and supervision of primary electrical equipment, apparatus, appliances, or devices by which the power known as electricity is generated, utilized and controlled.

After vainly seeking certification in a number of applications which were rejected by the Board, Local 213 attempted to amend its by-laws to include gas workers. The amended provision reads:

Qualification and admission of members shall be in accord with Articles XXI, XXII and XXVIII of the IBEW Constitution, it



being distinctly understood that all employees of electric generating companies or distributing companies, including gas workers, shall be eligible for membership under the foregoing.

The International President of the union approved this amendment, and by telegram to the local declared that the company's gas employees, who had formerly been members of the Vancouver-Victoria Gas Workers' Federal Union 225, had been accepted as members in good standing of Local 213.

The above amendment was passed after Local 213 had made three unsuccessful applications for certification. On its fourth application a certificate was granted but was later cancelled after the Board had received a written submission from the company's solicitor reviewing fully the provisions of the IBEW constitution.

Local 213 made a fifth application for certification under the new Labour Relations Act which came into effect in June.\* In the representation vote directed by the Board, a majority of the gas employees voted for Local 213. A certificate was granted on July 22.

His Lordship stated his view of the matter in these words:

To the judicial mind, at least, it would seem clear that the jurisdiction of the IBEW and its local unions is, by the constitution, limited to the electrical field, and only electrical workers may be members. It follows that employees engaged in the production and distribution of gas cannot be members even though they may have applied for membership, been accepted and paid dues. I think this is so notwithstanding that Section 3(1) of the Labour Relations Act declares that: "Every employee has the right to be a member of a trade-union and to participate in its lawful activities."

It could not be argued that that section enabled a union to open its membership to everyone regardless of the union constitution. He considered that the local could not have a greater jurisdiction than the parent body and that the amendment to the local by-laws was clearly *ultra vires*. The approval of the International President did not, in His Lordship's opinion, change the situation.

He then turned to the question of whether he had power to set aside the Board's certificate by way of *certiorari* proceedings in view of Section 65(1) of the Act, which provides that the Board's

decision on various questions, including the question of whether a person is a member in good standing of a union, shall be final and conclusive. He referred to the statement by Mr. Justice Cartwright in *Toronto Newspaper Guild v. Globe Printing Co.* (L.G., Aug. 1953, p. 1174) of the three grounds on which the decision of an inferior tribunal may be quashed, namely, that it has failed to perform its duty to act in good faith and fairly listen to both sides, that it has exceeded its jurisdiction, or that it has declined jurisdiction. There was no suggestion in the present case that the Board did not act in good faith, that it did not fairly listen to both sides, or that it did not give consideration to the terms of the IBEW constitution. This disposed of the first ground mentioned.

On the question of jurisdiction, Mr. Justice Whittaker referred to the judgment of the Supreme Court of Canada in *Segal v. Montreal (City)* [1931] SCR 460, in which it was held that, since the statute had given the inferior tribunal jurisdiction to determine the law involved as well as the facts, prohibition was not applicable. The duty imposed on the Board by the British Columbia Labour Relations Act of determining whether a person is a member in good standing of a union involved a question of law, as to the construction to be placed on the union's constitution, and of fact, as to whether a person has been accepted as a member and is otherwise in good standing. It was stated in the *Segal* case that the test of jurisdiction was whether or not the justices had power to enter upon the inquiry, not whether their conclusions were true or false. In the case at bar, there could be no question of the Board's power to enter upon the inquiry.

In the *Segal* judgment, reference was made to the statement that a judge of an inferior court cannot give himself jurisdiction by a wrong decision on the facts. It was pointed out that, while this statement is correct in cases where the legislature has made the existence of certain facts a condition precedent to the exercise of jurisdiction, it does not apply where the legislature has conferred the jurisdiction not conditionally upon the facts actually existing but upon a finding by the tribunal that they do exist.

Following this reasoning, His Lordship was of the opinion that, if the Labour Relations Act had said that certification could not be granted unless the union had as members a majority of employees in the unit and it appeared to the Court that the union did not in fact have a majority, he would have power to quash the Board's

\*Section 3(1) of the Industrial Conciliation and Arbitration Act reads as follows: "Every employee shall have the right to be a member of a trade union or employees' organization in which he is eligible for membership and to participate in the lawful activities thereof." The underlined words do not appear in the new Labour Relations Act.

order. The Act, however, entrusted the Board with a jurisdiction which included the jurisdiction to determine whether the union had a majority, as well as jurisdiction, on finding that it did have a majority, to certify the union or, if in doubt, to direct a representation vote.

The Board had jurisdiction to and did enter upon the inquiry as to whether the applicant union had as members a majority of the employees. Under these circumstances His Lordship held that he had no power to quash the certificate issued by the Board following a representation vote favourable to the union. The Court accordingly dismissed the company's application. *In re International Brotherhood of Electrical Workers Local 213 and Labour Relations Board (British Columbia)* [1954] 13 WWR (NS) 273.

### Quebec Superior Court...

... holds longshoreman not entitled to mandamus to compel a union local to admit him to membership

On February 23, 1945, the Quebec Superior Court at Montreal dismissed the application of a member of the International Longshoremen's Association for a writ of *mandamus* to compel a union local to admit him as a member. The Court held that the plaintiff was not entitled to a preference in admission to the local under the constitution of the international union, that the local had authority to reject his application, and that he should have followed the union's appeal procedure before taking the matter to court.

The facts of the case were contained in the Court's reasons for decision, given by Mr. Justice Garneau. The plaintiff, a longshoreman from Saint John, N.B., and a member of Local 1764 and Local 273 of the International Longshoremen's Association, applied for membership in Local 1657 of the union in Montreal. He did not reveal that he was already a member of the union or demand any preference. On August 10, 1952, his application was rejected at a meeting of the local. He then applied for a writ of *mandamus* to compel the Montreal local to admit him on the ground that he was entitled to be admitted by virtue of Article XV, Section 5 of the constitution of the ILA.

Mr. Justice Garneau quoted that provision:

Any member of the ILA making application for membership in a local having jurisdiction on a craft different from the craft in which he is currently a member, who at the time of such application has been a member of the ILA in good standing

continuously for at least five years, shall be entitled to preference in admission to such new local over applicants who are not members of the ILA.

Counsel for the union pointed out that Local 1764 in Saint John and Local 1657 in Montreal both had jurisdiction over the trade of checker and that the plaintiff was already a member of Local 1764. Article XV, Section 5, on which he based his claim, did not give preference in admission to a local to an ILA member belonging to another local having the same jurisdiction. The Court held that for this reason alone the plaintiff's action should be dismissed.

Under the ILA constitution a member cannot belong to two locals having jurisdiction over the same trade. A member wishing to join another local for the same trade should apply for a transfer from one local to the other. An ILA member applying for admission to another local is also required to submit a card issued by the local to which he belongs showing that he has paid his dues and that there is no complaint against him. The plaintiff had done neither of these things. Before beginning court proceedings he had revealed to the local that he was already a member of Local 273 and Local 1764 but he had not presented the required cards.

Under the section of the ILA constitution dealing with transfers, a member can have his membership transferred from one local to another provided that he is eligible under the by-laws of the local; the local, however, has the right to accept or reject a member's application. The plaintiff did not claim that the decision of the local to reject his application violated the rules of natural justice. Only seven out of 17 applications submitted to the meeting were accepted, because of the scarcity of employment in the area. After his application was refused the plaintiff withdrew his \$50 deposit, which indicated that he accepted the union's decision. The procedure followed by the meeting was in accordance with the union's constitution and by-laws, so that the decision was not illegal on that ground.

Mr. Justice Garneau stated that under the Code of Civil Procedure *mandamus* was an exceptional remedy to be granted only when no other equally convenient and effectual remedy was available. He noted that without even obtaining his transfer the plaintiff had the right under the ILA constitution to seek employment in a trade within the jurisdiction of the local, although he might be required to pay dues to the local. The plaintiff had not taken advantage of this provision in the constitution and had not revealed that he was

already a member of two ILA locals. Even after he had revealed that he was a member of Local 1764 he had not gone to the union hall in the port of Montreal where all persons in the trade must go when they are looking for work. The Court held that a person who does not exercise his rights cannot seek the help of the courts by means of a writ of *mandamus*.

His Lordship stated that while the plaintiff had the right to invoke the provisions of the ILA constitution in favour of his claim he was also bound by its provisions concerning legal remedies against the union and its locals. Under Article XIX of the constitution the plaintiff had a right of appeal to the district council or organization of the union. A member has no right to bring a court action until he has exhausted any remedies available under the constitution.

In this connection the plaintiff referred to the judgment of the New Brunswick Supreme Court in *McRae v. Local 1720 ILA* (L.G., March 1953, p. 439). Mr. Justice Garneau stated that in that case the court had found that the sentence of expulsion from the union had been pronounced by a body which had no authority to do so and that therefore there was no appeal. In the case at bar the plaintiff's application for admission to the local had

been submitted to the executive committee and then referred to a meeting of the members. Both of these bodies had authority to deal with the application and if the plaintiff objected to their decision he had the right to appeal to the district organization.

The paragraph in Article 992 of the Code of Civil Procedure by virtue of which the plaintiff claimed his right to a writ of *mandamus* provides that *mandamus* may be used to require the performance of any act or duty "not of a merely private nature". His Lordship considered that in this case the act the plaintiff sought to have performed was of purely private interest and not in the interest of society in general.

The judge also considered it doubtful that a writ of *mandamus* could be issued against a group of persons such as a union, which was not a legal entity or a society within the meaning of the Civil Code. However, it was not necessary to pronounce on this question.

For these reasons the Court rejected with costs the plaintiff's application for a writ of *mandamus* against the ILA local. *Dupont v. Steamship Checkers and Cargo Repairmen, Local 1657, International Longshoremen's Association et Corbett* [1954] CS Montreal 309.

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## Recent Regulations under Provincial Legislation

Saskatchewan reissues, with slight changes, regulations setting out sanitary standards for sawmill, lumber, mining and construction camps

In Saskatchewan, the regulations setting out standards with respect to sanitary control of sawmill, lumber, mining and construction camps were revised slightly.

All drivers engaged in the delivery of milk in British Columbia were brought under the hours of work order which formerly applied to retail delivery only.

The usual annual order was issued in British Columbia permitting store employees to work longer hours at Christmas time. December 27 was declared a holiday in factories and shops in the province.

An increase in the maximum outside income allowable for recipients of dependents' allowances in Newfoundland was accompanied by a decrease in the allowances themselves. The effect of the changes was to raise the total income allowed by \$60 in each case.

### British Columbia Factories Act

By a proclamation dated October 1 and gazetted October 7, December 27 was declared a public holiday on which factories in British Columbia could not remain open except with written permission from an inspector. The Factories Act specifies certain holidays, including Christmas Day and New Year's Day, and provides for any other day to be declared a holiday by proclamation.

### British Columbia Hours of Work Act

#### *Delivery of Milk*

The hours of work order in British Columbia which permitted drivers engaged in the retail delivery of milk to work 15 hours a week in excess of the 44-hour limit set by the Act was amended to make it apply to all milk delivery.



Milk drivers may not work more than 10 hours a day or more than 350 hours over a period of seven weeks.

The amendment was made by Regulation No. 23C of September 29, gazetted October 7.

#### *Retail Trade*

The annual order permitting longer hours than eight in a day and 44 in a week in retail establishments during Christmas week was made November 1 and gazetted November 12. Two additional hours could be worked on any two days of that week, but the weekly limit was not to be exceeded by more than four hours.

#### **British Columbia Shops Regulation and Weekly Holiday Act**

The Shops Regulation and Weekly Holiday Act specifies certain holidays, including Christmas and the day after Christmas, on which stores may not carry on business. Provision is made for any other day, in addition to those specified, to be proclaimed a holiday. Since the day after Christmas was a Sunday, a proclamation, gazetted October 7, declared December 27 to be a holiday for stores.

#### **Newfoundland Dependents' Allowances Act**

The Newfoundland Dependents' Allowances Regulations (L.G., 1950, pp. 891 and 1070), which provide for the payment of allowances to adults or families who through mental or physical disability are unable to maintain themselves adequately, were amended by regulations made and gazetted November 18.

The amendment raised the maximum annual outside income allowed by \$120 (from \$240 to \$360) but reduced the maximum amount of each allowance by \$60. The allowances now vary from \$240 for one incapacitated adult to \$720 for five incapacitated adults. The highest annual allowable income is therefore a total of \$1,080 in any year.

Other changes were similar to recent amendments to the Mothers' Allowances Regulations (L.G., Nov. 1953, p. 1600). The Dependents' Allowances Board may now grant an additional allowance of up to \$30, rather than \$20 as previously, if it is considered necessary because of special or extra diets or other circumstances.

Where the value of the combined real and personal property of an adult or family in a rural community exceeds \$5,000 (formerly \$2,500) an allowance will not be paid. The limit of \$5,000 in the case of

an adult or family in an urban community has been removed. In these cases, the Minister of Public Welfare now has discretion to decide whether or not the value of the property is sufficient for proper maintenance and care of the family.

#### **Saskatchewan Public Health Act**

The new regulations issued under the Saskatchewan Public Health Act regarding sanitary control of sawmill, lumber, mining and construction camps, O.C. 2533/54, approved on November 16 and gazetted on November 26, are slightly revised relating to camp conditions and now distinguish between a permanent camp and a temporary one. While for the most part they apply only to permanent camps, certain conditions are laid down which must be observed in all camps, whether permanent or temporary. A permanent camp is defined as one where the living quarters consist of structures, other than tents, which are set directly upon the ground, or on permanent foundations. A temporary camp is one where living quarters are provided in one or more vehicles so constructed that they may be used for living, sleeping, eating or other personal accommodation, or in tents.

The employer of labour in a camp is no longer required to notify the Minister of Public Health of the establishment of the camp nor to report to him annually. The provisions regarding the site of a camp are substantially the same. They state simply that the site of a permanent camp must be adequately drained. As before, a camp may not be located nearer than 100 feet from a lake or stream and must be so situated that it will not pollute any near-by water supply. The provisions regarding drinking water are unchanged. An adequate supply of safe drinking water must be provided in all camps and, if necessary, chlorination must be carried out according to the instructions of the medical health officer.

In regard to sleeping accommodation, the number of cubic feet of air (300) per person remains unchanged, but under the new regulations the provision relates to permanent camps only, rather than to all camps as under the previous regulations. Instead of the former detailed requirements respecting ventilation and heating, there is a provision which states that the heating, lighting and ventilation in all sleeping quarters must be adequate and subject to the approval of a medical health officer or a sanitary officer. The necessity of screens to keep out flies is restated. Unless otherwise approved, all bunks in permanent

camps are now required to be of steel construction. Mattresses and bedding must be kept in a clean and sanitary condition. The former regulations provided that clean bedding must be supplied to a new employee.

Under the new regulations the floors of the sleeping quarters in permanent camps must be above the level of the surrounding ground and must be covered with a material which can easily be kept clean. Under the former regulations they were required to be at least one foot above the ground. Floors must be kept clean. The requirement that they be scrubbed weekly is omitted.

Unless otherwise approved, each employee must now be provided with a separate locker for storing clothes and personal possessions in sleeping quarters. The former regulations merely forbade the storing of boots and other articles under the beds and required separate provision to be made for storage of personal possessions. Washing accommodation must be approved by a medical health officer.

The regulations regarding the cook house are unchanged except that it is now stated that all eating and drinking utensils must be washed and sterilized to the satisfaction of the medical health officer. A new provision requires sanitary storage of food and refrigeration of perishable foods.

Refuse, garbage and liquid wastes must be disposed of to the satisfaction of the medical health officer.

The regulations now state that approved toilet accommodation must be provided at all camps. Outside toilets may not be nearer than 75 feet to bunk-house, cook house or dining room. A provision has been added stating that where plumbing is installed it must be in accordance with the provincial Plumbing and Drainage Regulations.

Provisions regarding the location of stables and piggeries have been dropped.

Permanent camps must provide approved facilities for bathing and for laundering of clothes. Under the earlier regulations employees were to be provided with hot

and cold water with which to bathe themselves at least once a week, and laundry was to be done at least once a week at a cost of \$1 per month to each employee.

Former provisions regarding the obligation of the employer to contract with qualified medical doctors for medical services to his employees, and for a deduction from the employee's wages for this service, were omitted in the new regulations. Also omitted is the provision requiring the payment of \$2.50 a day by the employer towards the maintenance of an ill and discharged worker in hospital where medical care is not provided under the Workmen's Compensation (Accident Fund) Act or under the Saskatchewan Hospitalization Act. The new regulations do not provide, as did the earlier ones, for a weekly visit by a medical practitioner to a camp.

The regulations now provide that the operator of a permanent camp must provide a suitable building for the care of employees who become ill until they can be moved, if necessary, to a hospital or nursing home and that at all times facilities must be available for removal of employees from camp in case of serious illness. Former provisions regarding ventilation, temperature, floors and screening of windows of the hospital building do not appear in the new regulations.

The provisions regarding the number of sick beds to be provided in camp (that is, two beds in camps of less than 50 men, and four beds in camps of from 50 to 100 men with an additional bed for every 100 more men, or fractional number thereof) are the same as before. All the former provisions regarding communicable diseases, isolation hospital, quarantine and vaccination have been omitted.

The new regulations do not provide that they must be posted in camps. The penalties for contravention of the regulations remain unchanged, that is, a fine of not less than \$5 and not more than \$100 for each offence.

The former regulations, O.C. 1275/43, as amended by O.C. 1222/47, are rescinded.

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Women workers in Tel Aviv, Israel, may not wear slacks to work, the Mayor has decreed. Women employees had been wearing slacks to keep warm in their unheated offices.

The Mayor's order insists that Deuteronomy XXII, 5, must be obeyed literally. That verse reads: "The woman shall not wear that which pertaineth unto a man, neither shall a man put on a woman's garment; for all that do so are abomination unto the Lord thy God."

# Unemployment Insurance

## Selected Decisions of Umpire under the Unemployment Insurance Act

Decision CUB-1090, October 29, 1954

**Summary of the Facts:** The claimant had been employed as a quartermaster by the Northland Navigation Company, Vancouver, B.C., for approximately two years when on March 25, 1954, the company, at the insistence of his union, discharged him for refusing to pay his union dues. He filed a claim for benefit on March 30, 1954.

According to the company's statement to the local office, the claimant was six or seven months in arrears with his union dues and in view of the provisions of the existing bargaining agreement the company had no alternative but to abide by the union's request for his dismissal even though his work had been satisfactory.

In response to a request from the local office for comments in respect to his dismissal, the claimant stated that he had a dispute with his union (West Coast Seamen's Union) regarding a change in the terms of the holiday clause in the bargaining agreement which the union entered into with the company on December 1, 1953; that prior thereto, the crew of his ship had sent a cable to the union expressing dissatisfaction with this change and requesting that the agreement be not signed until it could get in touch with them; that the union nevertheless signed the agreement with the result that he lost seven days' holiday pay; that he refused to pay his back union dues until his claim for these holidays was settled and that in retaliation the union requested his dismissal.

The insurance officer disqualified the claimant from receipt of benefit for a period of 42 days because, in his opinion, the claimant should have followed and abided by the established grievance procedure and that his failure to maintain his union membership was equivalent to voluntarily leaving his employment without just cause within the meaning of Section 43(1) of the Act.

The claimant appealed to a court of referees, before which he appeared in Vancouver on May 6, 1954. The court

reversed the decision of the insurance officer by a unanimous finding, which reads in part:

... Claimant states that his union involved him in an injustice in his employment. He was in short in dispute with his union, and we have no evidence to suggest that the union took up his "grievance" or went to any trouble to remedy same. Nor can we be convinced from the evidence that claimant's failure to pay his dues was anything more than a protest on the settlement of which would depend his resumption of payment of dues. Further we do not altogether understand the insurance officer's use of the term "grievance procedure" as applied here. In Unemployment Insurance usage "grievance procedure" involves negotiations with an employer. The grievance here was against the union, and it must be admitted that he took all reasonable measures to have this remedied. It is perhaps natural that a union, having secured a "union shop" in an agreement, would tend to deal lightly with objections of an individual member especially if such member was not present, and could register his dissent only by correspondence, or by "cable" as in the case before us. But for the unemployment insurance office subsequently to deny benefits might be looked upon as taking sides in a union-member dispute.

From the decision of the court of referees, the insurance officer appealed to the umpire.

**Conclusions:** When the claimant refused to pay his union dues, presumably knowing that by so doing he would lose his employment, he, in effect, left it voluntarily, and the question to decide is whether he had "just cause" within the meaning of Section 43(1) of the Act.

In the absence of any document or other information to the contrary, I must accept as facts, in accordance with the claimant's statement, that a new bargaining agreement was signed between his union and his employer on December 1, 1953, notwithstanding his expressed objection, and that as a consequence he lost all claim to seven days' holiday pay to which he had become entitled under the terms of the agreement in force, or of his contract of service, prior to the above-mentioned date.



Therefore, in my opinion, he had a substantial grievance, and as he apparently exhausted all the means at his disposal to have it remedied, he has shown "just cause" under the circumstances.

It has been submitted by the insurance officer that a British decision, Case No. 1673/25, might be of value in determining his appeal. However, the question at issue in that decision is not quite the same as in the present case, as it deals, not with a claimant's failure to pay his union dues, but with his refusal to continue to pay an extra subscription towards the unemployment fund of his union federation.

I feel that my conclusions in the present case do not differ from those which can be found in other British decisions, and in particular Case No. 4501 (1920), in which it was decided that a claimant could not be held to have left his employment voluntarily without just cause or to have been discharged for misconduct when his failure to pay his union dues was because of a dispute with his union.

The appeal is dismissed.

#### Decision CUB-1093, October 29, 1954

**Summary of the Facts:** The claimant worked as a clerk-typist for a firm of chartered accountants in Owen Sound, Ont., from November 1950 to November 30, 1953, when she became separated from her employment. On January 19, 1954, she filed an initial claim for benefit, which was allowed.

On May 31, 1954, she informed the local office that she was pregnant and expected to be confined on or about July 18, 1954.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit as from June 7, 1954 (six weeks before the expected date of confinement), for so long as she failed to prove that she was available for work within the meaning of Section 29(1)(b) of the Act.

In her appeal to the court of referees from the decision of the insurance officer, the claimant contended that, in view of the provisions of Section 29(3) of the Act, she should not have been disqualified from receipt of benefit.

The claimant appeared before a court of referees at the hearing of her case in Owen Sound on June 9, 1954. The court unanimously reversed the decision of the insurance officer on the grounds that, while decisions of the Umpire Nos. 620, 766, 819 and 874 would tend to establish that there is a presumption that a pregnant married woman is not available for work for the six weeks prior to and the six weeks subsequent to the birth of her child, that the case at hand was different in that the claimant had been receiving benefit and that, therefore, her claim came within the purview of Section 29(3) of the Act.

The insurance officer appealed to the Umpire.

**Conclusions:** Subsection (3) of Section 29 of the Act reads as follows:

No person who has become entitled to receive benefit under this Act and who has afterwards, while his entitlement would otherwise continue, become incapable of work by reason of illness, injury or quarantine, shall, notwithstanding anything in this Act, be disqualified from receiving such benefit only by reason of such illness, injury or quarantine.

In other words, to be eligible for benefit under this subsection, a person must, in addition to having become entitled to receive benefit, prove that he is incapable of work and that his incapacity is due to illness, injury or quarantine and to no other reason.

It is obvious that pregnancy cannot in any way be assimilated to injury or quarantine, nor can it be properly defined as being *per se* a condition of unsound health. It is a natural condition for a woman and, notwithstanding the fact that for a certain period of time a pregnant woman ordinarily becomes incapacitated for work, her incapacity cannot be recognized as being due to illness within the meaning of the above quoted subsection.

The claimant's contention that her case came within the purview of subsection (3) of Section 29 of the Act, therefore, cannot be upheld. On the other hand, as such contention is in itself an admission that she was not capable, it is evident that she has failed to rebut the presumption that she was not available for work.

The appeal is allowed.

#### \$2 Billion in Benefits in U.S. in 1954

Unemployment insurance payments in the United States totalled approximately \$2,000,000,000 in 1954, U.S. Secretary of Labor James P. Mitchell reported at the

first of this month. The amount topped the previous high, set in 1949, by about \$264,000,000, "despite the fact that unemployment among covered workers was higher in 1949 than in 1954".

# Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit increase slightly in October, statistics\* show, to 127,609 from 109,548 in September and 123,177 in October last year

Initial and renewal claims for unemployment insurance benefit increased slightly in each province during October.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 127,609 claims were received at local offices of the Unemployment Insurance Commission during October, compared with 109,548 in September and 123,177 in October 1953.

Ordinary claimants on the live unemployment insurance register on October 29 numbered 209,099 (154,670 males and 54,429 females), in comparison with 187,745 (138,415 males and 49,330 females) on September 30 and 153,604 (113,651 males and 39,953 females) on October 31, 1953. On October 29 this year, short-time claimants numbered 23,911 and there were 3,355 "temporary lay-off" claimants.

Adjudicating officers disposed of 121,742 initial and renewal claims during the month, 100,353 or 82 per cent of the cases being entitled to benefit. A total of 11,265 initial claims were in the category "benefit year not established" while disqualifications were imposed in 14,855 cases (including 4,731 on revised claims). Chief reasons for non-entitlement to benefit were: "voluntarily left employment without just cause" 4,830 cases; "not unemployed" 2,589 cases; and "not capable of and not available for work", 2,025 cases.

New beneficiaries during October totalled 84,051, compared with 78,225 during September and 65,980 during October 1953.

The amount of \$11,779,296 was paid in compensation for 3,780,046 days (including 70,511 disability days) during October, in comparison with \$12,397,571 and 3,974,847 days (including 74,121 disability days) during September and \$7,603,667 and 2,506,254 days (including 34,380 disability days) during October 1953.

\*See Tables E-1 to E-4 at back of book.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During the week October 23-29, an estimated 173,025 beneficiaries received \$2,958,041 in respect of 949,630 days (of which 15,797 were disability days), as against an estimated 158,923 beneficiaries who received \$2,754,045 in respect of 880,389 days (of which 17,494 were disability days) during the week September 25-October 1. For the week October 31-November 6, 1953, beneficiaries numbering 118,730 received \$2,015,545 in compensation for 663,026 days (including 8,662 disability days).

The average daily rate of benefit for the week October 23-29 was \$3.11, compared with \$3.13 for the week September 25-October 1. For the same week last year, the average daily rate of benefit was \$3.04.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October show that insurance books or contribution cards were issued to 4,346,512 employees who have made contribution to the Unemployment Insurance Fund since April 1, 1954.

At October 31, employers registered numbered 265,194, an increase of 839 during the month.

## Unemployment Insurance Fund

At October 31, the Unemployment Insurance Fund showed a balance of \$892,606,846.93.

During 1954, an average of 1,600,000 United States workers received unemployment insurance benefits each week, U.S. Secretary of Labor James P. Mitchell has reported. Altogether, 6,600,000 claimants

received one or more cheques. The average weekly benefit was \$25. At the end of the year, benefit reserves had dropped from \$8,912,000,000 on December 31, 1953, to \$8,250,000,000.

# Labour Conditions

## in Federal Government Contracts

### Wage Schedules Prepared and Contracts Awarded during November

#### Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 141 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 115 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Post Office .....	11	\$192,519.26
R.C.M.P. ....	3	18,972.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch to the Department of Labour, Ottawa.



## Wage Claims Received and Payments Made during November

During November the sum of \$1,599.30 was collected from four employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 55 employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Halifax N S*: Standard Paving Maritime Ltd, construction of service roads & area improvements. *Shearwater N S*: Murray & Falconer Ltd, \*clearing & grubbing. *Tuft's Cove N S*: Fundy Construction Co Ltd, construction of school. *Camp Gagetown N B*: E C MacFarlane, \*preliminary site drainage. *Arnprior Ont*: Binnies Ornamental Iron Works, \*installation of ornamental protective iron railings for front porches. *Camp Borden Ont*: Sterling Construction Co Ltd, construction of housing units. *Clinton Ont*: Johnson Bros Co Ltd, supply & installation of services; Ontario Hydro Electric Power Commission, \*relocation of

pole spans. *Deep River Ont*: H J MacFarland Construction Co Ltd, construction of housing units. *Petawawa Ont*: H J MacFarland Construction Co Ltd, construction of school. *Renfrew Ont*: Binnies Ornamental Iron Works, \*installation of ornamental protective iron railings for front porches. *Stamford Ont*: Zellers Contracting Co Ltd, \*repairs of foundation walls. *Winnipeg Man*: Red River Construction Co Ltd, installation of sewer & water connections. *Penhold Alta*: Poole Construction Co Ltd, construction of sewer & water services. *Vancouver B C*: Holland Landscapers, \*landscaping; Clare Doyle Ltd, \*supply & installation of pressure regulators in watermains.

### Defence Construction (1951) Limited

*Dartmouth N S*: Kenney Construction Co Ltd, construction of radar towers, buildings & raceways. *Debert N S*: Dominion Steel & Coal Corp, erection of security fencing. *Greenwood N S*: Municipal Spraying & Contracting Ltd, construction of access roads. *Chatham N B*: Modern Construction Ltd, installation of sewer & water services, Telecommunications Bldg; R E Stewart Construction Corp, addition to stage II, unit "C" only, & modification to existing stage I, standard station hangar type "A". *Gagetown N B*: B E Hoyt, clearing & burning, No 2 priority training areas; Atlas Construction Co Ltd, clearing & burning; Terminal Construction Co Ltd, clearing & burning; R K Chappell, clearing, grubbing & burning; Wellington Construction Co, clearing & burning; J W McMulkin & Son Ltd, clearing & burning; Modern Construction Ltd, clearing, grubbing & burning; Byers Construction Co Ltd, clearing & burning; Caldwell & Ross Ltd, clearing & burning;

Cameron Contracting Ltd, clearing, grubbing & burning; Diamond Construction Co Ltd, clearing, burning & partial grubbing. *St Hubert P Q*: A N Bail Cie Ltee, addition of stage II, units "A" "B" "C", & modification to existing stage I, standard station hangar type "A". *Valcartier P Q*: A Deslauriers & Fils Ltee, construction of radiological laboratory (bldg #11), CARDE. *Uplands Ont*: Argo Construction Ltd, construction of hangar. *Winnipeg Man*: Malcom Construction Co Ltd, construction of administration bldg, guard house & chapels; Malcom Construction Co Ltd, construction of officer trainees' quarters. *Cold Lake Alta*: Poole Construction Co Ltd, construction of decompression chamber. *Edmonton Alta*: Poole Construction Co Ltd, construction of chapels & RCE stores & workshop. *Comox B C*: A & B Construction Co Ltd, construction of control tower, grading & gravel surfacing of access roads.

## Building and Maintenance

*Sydney N S*: John Mulvihill, construction of access roads to TX & RX sites. *Renous N B*: Kenney Construction Co Ltd, supply of boiler & revision to heating plants at RCN Ammunition Depot. *Bagotville P Q*: W Collin Engr, interior painting of houses. *Montreal P Q*: Allied Building Services Ltd, cleaning, repointing, repairs & waterproofing, Craig St Armoury.

*St Hubert P Q*: Borgstrom Bros Ltd, grading, seeding, sodding & drainage. *St Jerome P Q*: Noel Romeo & Cie Ltée, rewiring & relighting, armoury. *Dundurn Sask*: Shoquist Construction Ltd, construction of sewage lift pump building & force main, etc, Military Camp. *Moose Jaw Sask*: Terminal Construction Co Ltd, grading & seeding. *Sea Island B C*: A Quatermaine & Sons, exterior painting of houses.

## Department of Defence Production

*St Hubert P Q*: P Baillargeon Ltd, repair of roads, RCAF Station. *Camp Borden Ont*: Thos G Wilcox & Sons Ltd, sodding, RCAF Station. *Toronto Ont*: Ontario Bldg Cleaning Co, repair of exterior masonry surfaces—Armoury. *Trenton Ont*: Gingras

Construction Co Ltd, replacement of clothesline stoops & duck walks, RCAF Station. *Portage la Prairie Man*: West End Contractors Co Ltd, erection of steelox bldg, RCAF Station. *Shilo Man*: Veterans Construction, hauling of gravel.

## National Harbours Board

*Montreal Harbour P Q*: Grant-Mills Ltd, strengthening of cope wall at Canadian Vickers Basin, Section 56; Argo Construction Ltd, construction of transit sheds A

& B at section 35; Robinson Oil Burners Ltd, installation of automatic oil burning steam heating unit for offices at elevator No 2.

## Department of Public Works

*Cornerbrook Nfld*: Byers Construction Co Ltd, construction of public bldg. *Lewisport Nfld*: Newfoundland Engineering & Construction Co Ltd, erection of public bldg. *Pilley's Island Nfld*: James Hobbs & R Roy Manuel, erection of bldg for post office accommodation. *Alberton P E I*: Ralph Ford, reconstruction of railway wharf. *Halifax N S*: Brookfield Construction Co Ltd, erection of office bldg. *Lunenburg N S*: Acadia Construction Ltd, erection of public bldg; Elton E Conrad, renovations, improvements, etc, temporary postal & customs accommodation, Maritime National Fish Co Bldg. *Middle East Pubnico N S*: L E & P E Armstrong, wharf repairs. *Stoney Island N S*: Trask & Shaw, \*dredging. *Mace's Bay N B*: Diamond Construction Co Ltd, breakwater extension. *Barachois de Malbaie P Q*: Marcel Cauvier, construction of slipway. *Cap aux Meules P Q*: A-1 Electric, wharf lighting system. *Entry Island P Q*: Onezime Canuel, construction of slipway. *Hospital Bay P Q*: Eastern Enterprises Ltd, harbour improvements. *Grande Riviere P Q*: Wm Bisson, extension to laboratory. *Lac Trois Saumons P Q*: J P A Normand Inc, construction of landing wharf. *Montreal P Q*: Charles Duranceau Ltd, erection of UIC Bldg. *Quebec P Q*: Alidor Bergeron, construction of bus passengers' shelter & commis-

sionaires' shelter, St. Foye Veterans' Hospital. *Rouyn P Q*: Hill-Clark-Francis (Quebec) Ltd, erection of UIC & Income Tax Bldg. *Ste Anne de Sorel P Q*: Marine Industries Ltd, \*dredging. *Sorel P Q*: Lucien Lachapelle, banking of existing concrete retaining wall. *Westmount P Q*: Louis B Magil Co, construction of RCMP garage. *Bracebridge Ont*: Holly Blair, repairs to & re-pointing of clock tower generally, federal public bldg. *Cedar Beach Ont*: Detroit River Construction Ltd, harbour improvements (construction of 2 training walls & dredging). *Colchester Ont*: McNamara Construction Co Ltd, construction of breakwater. *Collingwood Ont*: Canadian Dredge & Dock Co Ltd, harbour improvements (mooring cribs, reconstruction & connecting of cribs). *Kagawong Ont*: Birmingham Construction Ltd, wharf reconstruction. *Kingston Ont*: McGinnis & O'Connor Ltd, paving of La Salle Causeway. *Mitchell's Bay Ont*: Detroit River Construction Ltd, wharf extension. *Ottawa Ont*: A Lanctot Construction Co, installation of elevator & alterations to elevator tower & penthouse, Central Heating Plant; Thomas Fuller Construction Co Ltd, extension to bldg M-4, Montreal Road Laboratories; Ottawa Plumbing & Heating Ltd, repairs & alterations to plumbing system, Connaught Bldg; Leopold Beaudoin Construction Ltd,

alterations to former electrical engineering laboratory, National Research Council, Sussex St; Leopold Beaudoin Construction Ltd, cooling water supply, National Research Council, Sussex St; Otis Elevator Co Ltd, mercury arc rectifiers for elevators, Connaught Bldg; J J Shea & Co, installation of oil burning equipment for greenhouse, Rideau Hall; George Hardy Ltd, construction of West Bldg of Office Bldgs, Wellington St; Dibble Construction Co Ltd, construction of asphalt pavements, concrete curbs & sidewalks, etc, Tunney's Pasture. *St Williams Ont*: Dean Construction Co Ltd, wharf repairs. *Russell Man*: Walter Bergman Ltd, construction of RCMP Detachment Bldg. *Winnipeg Man*: The Foundation Co of Canada Ltd, construction of general post office bldg. *North Battleford Sask*: H J Tubby & Son Ltd, additions & alterations, Indian Hospital. *Banff Alta*: Larwill Construction Co, erection of public bldg. *Banff National Park Alta*: Poole Construction Co Ltd, construction of Cascades River Bridge. *Edmonton Alta*: Poole Construction Co

Ltd, addition to Immigration Hall. *Edson Alta*: Bird Construction Co Ltd, erection of public bldg. *Brownsville B C*: Vancouver Pile Driving & Contracting Co Ltd, wharf repairs. *Cowichan Bay B C*: Greenlees Construction Co Ltd, harbour improvements. *Crofton B C*: Eakins Construction Ltd, wharf improvements. *Cumberland B C*: Orion Builders Ltd, alterations to public bldg. *Kingsgate B C*: Interior Contracting Co Ltd, water supply improvements. *New Westminster B C*: Eakins Construction Co Ltd, repairs to protection pier at Pier No 6, New Westminster Railway Bridge. *Ogden Point B C*: Pacific Piledriving Co Ltd, fender construction at Pier "B". *Port Renfrew B C*: Rayner & Branch Ltd, approach renewal. *Roberts Creek B C*: Ed Walsh & Co Ltd, wharf repairs. *Squirrel Cove B C*: Horie & Tynan Construction Ltd, wharf improvements & repairs. *Vancouver B C*: Ricketts-Sewell Electric Ltd, improved lighting on first floor, Federal Bldg; Allan & Viner Construction Ltd, general repairs, replacement of windows, etc, Immigration Bldg.

#### Department of Transport

*Buchans Nfld*: The Central Construction Co Ltd, construction of double staff dwelling. *Fourchu Head N S*: J H Hawkins, construction of dwelling & fog alarm building. *Ottawa Ont*: Dominion Bridge Co Ltd, repairs to Pretoria Ave

Bridge, Rideau Canal. *Saskatoon Sask*: North West Electric Co Ltd, construction of airport lighting facilities. *Sandspit B C*: Hanssen Construction Co Ltd, construction of staff dwellings.

## Prices and the Cost of Living\*

### Consumer Price Index, December 1, 1954

The consumer price index declined from 116·8 to 116·6 between November 1 and December 1.

The change was largely attributable to lower food prices, which moved the food index from 113·4 to 112·6. Eggs dropped 10 cents per dozen. Among other food items registering lower prices were coffee, citrus fruits and all cuts of beef. Higher prices were recorded for canned fruits and vegetables, fresh vegetables, tea and butter.

Other group indexes showed little or no change. The clothing series moved from 108·2 to 108·1 under the influence of scattered decreases. Household operation changed from 117·2 to 117·1, as small decreases were recorded for a number of items of home furnishings. Other commodities and services remained unchanged at

118·2. The shelter index advanced from 127·9 to 128·2, following a further gain of 0·2 per cent in the rent index and an advance of 0·3 per cent in the homeownership component.

The index one year earlier (December 1, 1953) was 115·8. Group indexes on that date were: food 112·1, shelter 125·2, clothing 110·2, household operation 117·4, and other commodities and services 116·3.

### City Consumer Price Indexes, November 1954

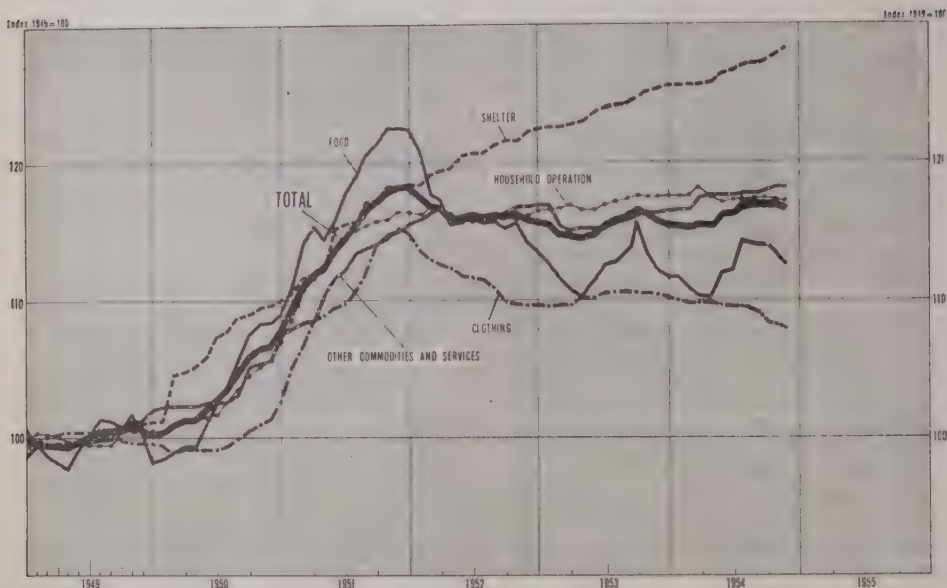
Consumer price indexes for six of the ten regional centres moved slightly lower between October 1 and November 1, while two were unchanged and two advanced.

Movements of group indexes were mixed. Food series were lower at all but two centres, as decreases were general for all pork items, a few cuts of beef, coffee and

\*See Tables F-1 and F-2 at back of book.



## CONSUMER PRICE INDEX FROM JANUARY 1949



citrus fruits. These were more than sufficient to offset advances for tea and most fresh and canned vegetables.

Shelter indexes continued to move up, while other commodities and services series were unchanged to higher. Increases in the latter group reflected higher prices for theatre admissions and personal care items in a number of cities. Household operation indexes were generally weaker, as scattered decreases occurred for fuel, furniture and electrical appliance items. Declines in most sub-group components of the clothing series were reflected in lower indexes in most centres.

Regional consumer price index point changes between October 1 and November 1 were as follows: Saskatoon-Regina -0.4 to 114.8; Edmonton-Calgary -0.3 to 115.3; St. John's -0.2 to 102.8†; Halifax -0.1 to 114.5; Saint John -0.1 to 117.5; Ottawa -0.1 to 117.2; Winnipeg +0.2 to 115.7; Montreal +0.1 to 117.1. Toronto and Vancouver remained unchanged at 118.9 and 118.6 respectively.

### Wholesale Prices, November 1954

Canada's general index number of wholesale prices rose 0.2 per cent in November to 214.8 from 214.3 in the preceding month but declined 1.8 per cent from last year's

218.7. Three of the eight main commodity group indexes moved up from October, four receded and one remained unchanged.

Animal products led the group index advances with an increase of 1.3 per cent to 224.8 from 221.9 in October, gains in butter, livestock, cured meats, fowl, fishery products, hides and skins, lard and tallow outweighing declines in eggs, leather and men's shoes. In the iron and steel group, increases in steel scrap and alloy-steel bars more than offset small declines in castings to advance the index 0.6 per cent to 213.5 from 212.3. Vegetable products moved up 0.2 per cent to 195.0 from 194.6, reflecting increases in grains, potatoes, raw rubber, milled cereal foods, coffee beans, onions, dried fruits and raw sugar. Imported fresh fruits, and vegetable oils and their products moved lower.

Declines in raw cotton, cotton knit goods, domestic and imported raw wool, worsted yarns, wool hosiery and wool cloth outweighed small advances in cotton yarns and cotton fabrics, and the fibres, textiles and textile products index declined to 227.8 from 229.3. The non-ferrous metals index receded 0.1 per cent to 168.4 from 168.5, an increase in lead all but counterbalancing decreases in copper and tin. In the non-metallics group, decreases in crude oil balanced an increase in United States anthracite coal, leaving the index unchanged

†On base 1951=100.

at 175.7. The chemical products index, at 176.9, was 0.1 per cent below October's 177.1. The wood, wood products and paper index was narrowly lower at 289.0 versus 289.1, declines in spruce lumber and export prices for newsprint and woodpulp being slightly more important than increases in furniture and western cedar lumber.

**Farm Product Prices**—The index of Canadian farm product prices at terminal markets rose 1.3 per cent to 203.8 from 201.1 between October and November. Field products increased 1.4 per cent to 164.0 from 161.8; animal products moved up 1.3 per cent to 243.6 from 240.5, as hogs and butterfat prices advanced generally, and calves, lambs, poultry and cheese milk recorded increases in eastern Canada.

**Building Material Prices**—The index of residential building materials declined 0.1

per cent to 278.4 from 278.6. The index of non-residential building material prices recorded no change at 120.5.

### U.S. Consumer Price Index, October 1954

The consumer price index compiled by the United States Bureau of Labor Statistics declined from 114.7 to 114.5 (1947-49=100) between mid-September and mid-October to reach its lowest point in 1954.

### U.K. Index of Retail Prices, September 1954

The index of retail prices compiled by the United Kingdom Ministry of Labour declined from 108.4 to 108.2 (Jan. 1952=100) between mid-August and mid-September. It was the second successive decline from the year's high point, 109.1, reached in mid-July.

## Strikes and Lockouts

### Canada, November 1954\*

Although the number of work stoppages resulting from industrial disputes and the number of workers involved declined during November as compared with October, the man-days lost increased to the highest figure since July 1952. About 65 per cent of the idleness in November was caused by two disputes involving farm implement factory workers at Toronto, Ont., and motor vehicle factory and parts depot workers at Windsor, Oakville and Etobicoke, Ont.

Preliminary figures for November 1954 show 23 strikes and lockouts in existence, involving 20,628 workers, with a time loss of 326,460 man-days, compared with 29 strikes and lockouts in October 1954, with 26,262 workers involved and a loss of 309,986 days. In November 1953 there were 41 strikes and lockouts, 19,366 workers involved and a loss of 286,643 days.

For the first 11 months of 1954 preliminary figures show a total of 162 strikes and lockouts, with 61,176 workers involved and a loss of 1,231,319 man-days. In the same period in 1953 there were 167 strikes and lockouts, 54,800 workers involved and a loss of 1,059,450 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in November 1954 was 0.39 per cent of the estimated working time;

October 1954, 0.37 per cent; November 1953, 0.34 per cent; the first 11 months of 1954, 0.13 per cent; and the first 11 months of 1953, 0.11 per cent.

The question of increased wages was a factor in 15 of the 25 stoppages in existence during November. Of the other disputes, three arose over dismissals or suspensions, three over union questions and two over reduced wages.

Of the 23 stoppages in existence during November, three were settled in favour of the workers, one in favour of the employer, five were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 10 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1954, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, Que., on February 23, 1954.)

\*See Tables G-1 and G-2 at back of book.

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in September 1954 was 210 and 15 were still in progress from the previous month, making a total of 225 during the month. In all stoppages of work in progress 40,400 workers were involved and a time loss of 124,000 days caused.

Of the 210 disputes leading to stoppages of work which began in September, 12, directly involving 700 workers, arose over demands for advances in wages, and 91,

directly involving 13,100 workers, over other wage questions; four, directly involving 700 workers, over questions as to working hours; 21, directly involving 11,300 workers, over questions respecting the employment of particular classes or persons; 80, directly involving 7,500 workers, over other questions respecting working arrangements; and two, directly involving 100 workers, over questions of trade union principles.

### United States

Preliminary figures for October 1954 show 300 work stoppages resulting from labour-management disputes beginning in the month, in which 170,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,800,000 man-days. Corresponding figures for September 1954 were 350 stoppages involving 130,000 workers and a loss of 2,400,000 days.

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## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 77.

2. **National Safety Council.** *What's in it for me?* Chicago, c1954. Pp. 14. This pamphlet shows by means of cartoons how accidents are caused.

3. **U.S. Bureau of Labor Standards.** *Abrasive Wheels; a Comparison of State Safety Codes with ASA Code B7.1-1947.* Washington, 1954. Pp. 31.

4. **U.S. Bureau of Labor Statistics.** *Work Injuries in the United States during 1952; a Collection of Basic Work-Injury Data for Each of the Major Industries in the United States.* Washington, G.P.O., 1954. Pp. 41.

### Civil Service

5. **Great Britain. Prime Minister. Committee Appointed to Consider Whether Certain Civil Servants Should be Transferred to Other Duties.** *Report.* London, H.M.S.O., 1954. Pp. 4. The Commission studied the question of transferring five senior civil servants whose conduct was criticized by Sir Andrew Clark in his report on the disposal of land at Crichel Down.

### Accident Prevention

1. **Congrès Technique National de Sécurité et d'Hygiène du Travail.** 4th, Lille, France, 1953. *La Sécurité Sociale au Service de la Prévention.* Travaux, 24-27 Septembre 1953. Paris, Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, 1953. Pp. 342.



6. **New York (State) Comptroller.** *Thirty-third Report of the Comptroller on the Operation of the State Employees' Retirement System together with the Report of the Actuary on the Thirty-third Valuation of its Assets and Liabilities as of March 31, 1953.* Albany, 1954. Pp. 55.

## Collective Agreements

7. **National Foremen's Institute.** *Union Contract Clause Finder.* Prepared and edited by the staff of the Employee relations bulletin. New London, Conn. 1953. 1 Volume.

8. **Reighard, Edward.** *The Long-term Contract in Labor-Management Relations; an Examination of Experiences under Longer-Term Contracts, and an Analysis of Viewpoints and Opinions offered by Men of Management and of Labor,* whose Co-operation in conducting this Study is gratefully acknowledged. Stanford, Cal., 1954.

## Disabled—Rehabilitation

9. **Garrett, James F., ed.** *Psychological Aspects of Physical Disability. Essays,* Washington, G.P.O., 1952. Pp. 195.

10. **Great Britain. Treasury.** *Disabled Persons in Government Employment. Statement showing the Numbers of Registered Disabled Persons in Government Employment in Great Britain on 1st October, 1953.* London, H.M.S.O., 1953. Pp. 1.

11. **United Nations Conference of Experts on Physically Handicapped Children for Countries of South East Asia, Jamshedpur, India, 1950.** *Report of Conference. Jamshedpur, India, 19 to 21 December 1950.* New York, United Nations, 1952. Pp. 60.

12. **Welfare Council of Ottawa.** *Conference on Rehabilitation of the Physically Handicapped. Conference Work-Group Discussion Guide. Ottawa. Teachers' College, May 13th, 1954.* Ottawa, 1954. Pp. 8.

## Economic Conditions

13. **United Nations. Economic and Social Council. Economic Commission for Latin America.** *Economic Survey of Latin America, 1953* prepared by the Secretariat of the Economic Commission for Latin America. New York, 1953. Pp. 246.

14. **United Nations. Secretariat. Department of Economic Affairs.** *Summary of Recent Economic Developments in Africa, 1952-53.* Supplement to World economic report. New York, 1954. Pp. 83.

15. **U.S. Agricultural Research Service.** *Farm Costs and Returns, 1953, with Comparisons; Commercial, Family Operated Farms by Type and Location,* by Wylie D. Goodsell, and others, Washington, G.P.O., 1954. Pp. 44.

16. **U.S. Bureau of Labor Statistics.** *Consumer Prices in the United States, 1949-52; Price Trends and Indexes.* Washington, G.P.O., 1954. Pp. 74.

## Economic Policy

17. **Committee for Economic Development.** *Problems in Anti-Recession Policy, a Supplementary Paper.* New York, 1954. Pp. 161.

18. **Thomson, John Cameron.** *Balance and Flexibility in Fiscal and Monetary Policy.* New York, Committee for Economic Development, 1954. Pp. 18.

## Education

19. **Kidd, J. Roby.** *People learning from Each Other.* Toronto, Canadian Association for Adult Education, 1953. Pp. 30. This pamphlet is about adult education in Canada.

20. **Rummell, Frances V.** *What are Good Teachers like?* Washington, G.P.O., 1953. Pp. 12. The author tells about some good teachers and shows why they are good instructors.

## Health, Public

21. **Alberta. Department of Public Welfare.** *Public Welfare Services.* Edmonton, Queen's Printer. 1954. Pp. 16.

22. **Canada. Department of National Health and Welfare. Research Division.** *Voluntary Medical Care Insurance; a Study of Non-Profit Plans in Canada.* Ottawa, Queen's Printer. 1954. Pp. 210.

## Industrial Relations

23. **Australia. Chief Conciliation Commissioner.** *Annual Report, 8th October, 1952, to 7th October, 1953.* Canberra, 1953. Pp. 4.

24. **Industrial Relations Research Association.** *Proceedings of the Sixth Annual Meeting, Washington, D.C., December 28-30, 1953.* Edited by L. Reed Tripp. Madison, 1954. Pp. 357.

## Labour Organization

25. **International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. Region 7. Region 7, the UAW-CIO in Canada: "Region 7"; Where it is, What it is: the Story of the Canadian Auto Workers.** Windsor, 1954? Pp. 6.

26. **Trades and Labor Congress of Canada. Education Department.** *The Shop Steward; a Manual designed to give Shop Stewards a Working Knowledge of Their Duties and Responsibilities.* Ottawa, 1954. Pp. 42.

## Labouring Classes

27. **Asian Regional Conference of the International Labour Organization.** 3rd, Tokyo, 1953. *Record of Proceedings.* Geneva, International Labour Office, 1954. Pp. 211.

28. **Chamber of Commerce of the United States of America. Information Department.** *The Right to work; Compulsory Unionism, Union Shop, Closed Shop.* Washington, 1953. Pp. 10.

29. **Employers' Association, Calcutta.** *Soviet Labour; a Comparative Study of existing Labour Conditions in Soviet Russia, India, Britain and the U.S.A.* Calcutta, 1953. Pp. 54.

30. **International Labour Office.** *Migrant Workers, Underdeveloped Countries.* Part 1. Fifth item on the agenda. Geneva, 1954. Pp. 40. At head of title: Report V(1). International Labour Conference. 38th session, 1955.

31. **International Labour Office.** *Penal Sanctions for Breaches of Contract of Employment.* Part 1. Sixth item on the agenda. Geneva, 1954. Pp. 14. At head of title: Report 6(1). International Labour Conference. Thirty-eighth session, 1955.

32. **International Labour Office.** *Vocational Rehabilitation of the Disabled.* Part 1. Fourth item on the agenda. Geneva, 1954. Pp. 38. At head of title: Report 4(1). International Labour Conference. Thirty-eighth session, 1955.

33. **Jewish Occupational Council, New York.** *A Survey of Sheltered Workshops operated by Jewish Vocational Service Agencies.* New York, 1954. Pp. 32.

34. **Postan, Michael Moissey.** *The Famulus; the Estate Labourer in the 12th and 13th centuries.* London, Published for the Economic History Society by Cambridge University Press, 1954. Pp. 48.

35. **U.S. Bureau of Labor Standards.** *Time off for Voting under State Law.* Rev. ed. Washington, 1954. Pp. 13.

## Occupations

36. **British Columbia. University. Counselling and Placement Office.** *Career Planning for Students at the University.* Rev. ed. Vancouver, 1954. Pp. 27.

37. **Netherlands (Kingdom, 1815- ) Ministry of Social Affairs and Public Health.** *Classification of Occupations according to Their Mutual Affinity.* 2nd ed. Compiled by the State Labour Office. The Hague, 1952. Pp. 31.

## Race Problems

38. **New Jersey. Department of Education. Division Against Discrimination.** *Report on a Survey of Employment Policies and Practices involving Minority Groups.* Newark, 1947-1953. 7 parts. Contents.—Camden County.—Cumberland County.—Gloucester County.—Hudson County.—Middlesex County.—Morris County.—Somerset County.

39. **Public Affairs Committee.** *Segregation and the Schools.* New York, c1954. Pp. 28.

## Wages and Hours

40. **Chamber of Commerce of the United States of America. Information Department.** *The Guaranteed Annual Wage.* Washington, 1953. Pp. 16.

41. **U. S. Bureau of Labor Statistics.** *Wages and Related Benefits in the Machinery Industries: Postwar Wage Trends; Survey of 20 Labor-Markets, 1953-54.* Washington, G.P.O., 1954. Pp. 60.

## Women—Employment

42. **Chartier, Roger.** *Problemes du Travail Féminin.* Quebec, Centre de Culture Populaire de Laval, Faculté des Sciences Sociales 1952. 12 parts.

43. **Institute of Life Insurance, New York.** *The Family Economist, July, 1954.* New York, 1954. Pp. 1. Contains survey of married women in the U.S. who work.

44. **National Conference on Problems of Working Women.** *Summary of Proceedings of First Conference, May 2-3, 1953, and of Second Conference, May 15-16, 1954.* New York, United Electrical, Radio and Machine Workers of America, 1953-1954. 2 Pamphlets.

## Workmen's Compensation

45. **Canada. Department of Labour. Government Employees Compensation Branch.** *The Government Employees Compensation Act; Statistical Report, 1953-1954.* Ottawa, 1954. Pp. 15.

46. **Rodden, Robert G.** *California attacks Uninsured Employers on Two Fronts, based on Material contained in Monthly Reports of the California Department of Industrial Relations.* Washington, U.S. Bureau of Labor Standards, 1954. Pp. 3.

## Miscellaneous

47. **Australian Institute of Management. Melbourne Division.** *Lecture Series on "Public Relations for a Business."* Melbourne, 1953. 5 Parts. Contents.—No. 1. "Public relations—how it helps business—its scope and limitations", by H. E. Patterson.—2. "Public relations for a business", by K. Wallace-Crabbe.—3. "Community, government and trade association relations", by John Handfield.—4. "Public relations and the customer", by Ian Sabey.—5. "Press and radio relations", by Ralph Hosking.

48. **Bureau of National Affairs, Washington, D.C.** *Still More Social Security for You!* Washington, c1954. 1 Folded Chart. Shows how to figure Social Security benefits in the U.S.

49. **Canada. Bureau of Statistics.** *List of Manufacturing Establishments employing Fifty-Hands or Over, 1951.* Ottawa, Queen's Printer, 1954. Pp. 138.

50. **Canada. Parliament. House of Commons. Special Committee on Veterans Affairs.** *Minutes of Proceedings and Evidence.* No. 1-14. Ottawa, Queen's Printer, 1954. 14 Volumes. (476p.) Includes 1st to 5th Reports to the House. Hearings held from May 14 to June 10, 1954. Walter A. Tucker, chairman.

51. **Gray, A. P.** *Construction of Esso Refinery, Fawley; a Study in Organization,* by A. P. Gray and Mark Abrams. London, British Institute of Management, 1954. Pp. 39. This is a study of the relations between the engineers and workers during the construction of the Esso Refinery.

52. **India. Ministry of Information and Broadcasting.** *The Handbook of India.* Delhi, Issued for Ministry of Transport by Publications Division, Ministry of Information and Broadcasting, Govt. of India, 1951. Pp. 182.

53. **National Industrial Conference Board.** *Industrial Security. III. Theft Control Procedures.* New York, 1954. Pp. 55.

54. **United Nations. Secretariat. Department of Social Affairs.** *Study on Adoption of Children; a Study on the Practice and Procedures related to the Adoption of Children.* New York, 1953. Pp. 104.

55. **U.S. Office of Defense Mobilization. National Labor-Management Manpower Policy Committee.** *A Manpower Program for Full Mobilization developed by the National Labor-Management Manpower Policy Committee.* Washington, 1954. Pp. 19.

## Home Improvement Loans Now Available under VLA

All veterans with small holdings and commercial fishermen who can qualify under the Veterans Land Act are now eligible for home improvement loans under the National Housing Act, Hon. Robert Winters, Minister of Public Works, announced December 8. Previously the home improvement loans were limited to veterans with small holdings in the municipal district of Yellowknife, NWT.

Veteran small holders and commercial fishermen qualified or who can qualify under VLA, Mr. Winters said, can now get loans up to \$2,500 for a wide variety of repairs, alterations and additions to a one-family dwelling.

The loans, guaranteed by the Government, are obtainable from chartered banks. They are repayable in monthly instalments in three years if the principal is not over \$1,250 and five years with larger loans. Maximum interest is 5½ per cent per year.

## Colombo Plan Countries Face Financial Problem

The financial problems, in relation to development needs, of countries aided by the Colombo Plan are most serious ones. This was brought to light in the third annual report on the Plan issued in mid-December.

The report indicated: "While progress can be reported in many particular respects ... on balance it appears that the gap between the estimated costs of firm development programs and foreseeable available financial resources is widening rather than narrowing." It added: "New private investment has been small. In fact, in some countries there has been some net disinvestment (withdrawal) of private foreign capital."

On the brighter side the report noted that during the last year most Asian countries participating in the Plan increased the volume of output in all main fields of economic activity appreciably and had expanded their social services.



# Labour Statistics

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In an effort to reduce the cost of publishing the Labour Gazette, the Department of Labour has reduced the amount of tabular matter appearing in this section. The reduction has taken two forms: some tables were discarded, some were shortened. Of the tables that remain, some now have different numeral designations, e.g., the former Table A-2 has become Table A-1, but the titles have remained unchanged. Therefore it will be possible to maintain an historical series of the statistics contained in these tables. Some tables will now appear only once each year.

The tables that have been discarded are: Table A-1—Estimated Distribution of Canadian Manpower; Table C-1—Employment Index Numbers by Provinces; Table C-4—Hours and Earnings in Manufacturing; Table E-4—Claimants Not Entitled to Benefit, with Chief Reasons for Non-Entitlement; Table F-3—Price Relatives of Staple Food Items; Table F-4—Retail Prices of Staple Foods and Coal, by Cities; and Table F-6—Index Numbers of Wholesale Prices in Canada.

The tables that will appear once each year are: Table E-6—Unemployment Insurance Fund; and Table F-5—Index Numbers of Consumer Prices in Canada and Other Specified Countries.

## A—Labour Force

### TABLE A-1.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended October 23, 1954		Week Ended September 18, 1954		Week Ended October 24, 1953	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	195	186	180	171	121	108
Without jobs.....	179	172	167	159	111	100
Under 1 month.....	65	63	63	61	51	51
1- 3 months.....	60	60	60	58	38	38
4- 6 months.....	28	23	23	23	14	14
7-12 months.....	17	15	15	15	•	•
13-18 months.....	•	•	•	•	•	•
19- and over.....	•	•	•	•	•	•
Worked.....	16	14	13	12	10	•
1-14 hours.....	•	•	•	•	•	•
15-34 hours.....	11	•	•	•	•	•

Note: Includes estimates for certain remote areas, formerly excluded, amounting to 0.6 per cent for Canada as a whole in all characteristics.

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

\* Less than 10,000.

### TABLE A-2.—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 23, 1954

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>	(1)				(1)		
Both Sexes.....	5,461	105	412	1,560	1,981	982	441
Agricultural.....	936	•	58	214	268	366	28
Non-Agricultural.....	4,525	103	354	1,346	1,713	596	413
Males.....	4,228	88	322	1,204	1,492	786	336
Agricultural.....	886	•	51	208	253	348	24
Non-Agricultural.....	3,342	86	271	996	1,239	438	312
Females.....	1,233	17	90	356	489	176	105
Agricultural.....	60	•	•	•	15	18	•
Non-Agricultural.....	1,183	17	83	350	474	158	101
All Ages.....	5,461	105	412	1,560	1,981	982	441
14-19 years.....	531	12	46	196	160	89	28
20-24 years.....	706	18	50	229	239	122	48
25-44 years.....	2,533	48	184	720	923	446	212
45-64 years.....	1,475	25	113	370	560	263	135
65 years and over.....	216	•	19	45	90	42	18
<i>Persons with Jobs</i>							
All status groups.....	5,282	99	397	1,490	1,921	949	426
Males.....	4,080	82	307	1,148	1,442	777	324
Females.....	1,202	17	90	342	479	172	102
Agricultural.....	931	•	57	213	266	365	28
Non-Agricultural.....	4,351	97	340	1,277	1,655	584	398
Paid Workers.....	3,993	80	305	1,165	1,541	546	356
Males.....	2,913	66	225	852	1,105	401	265
Females.....	1,080	15	80	313	436	145	91
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	179	•	15	70	60	13	15
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,850	139	445	1,332	1,600	888	446
Males.....	900	37	97	218	278	161	106
Females.....	3,950	102	348	1,114	1,322	724	340

(1) Includes estimates for certain remote areas in Ontario, excluded prior to May 1954, amounting to 0.6 per cent for Canada as a whole and 1.8 per cent for Ontario in all characteristics.

\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1945-1952 Total (1).....	34,461	159,030	414,663	128,798	75,048	812,000	326,105
1953 Total.....	4,049	34,204	90,120	27,208	13,197	168,868	68,269
1953 January-October.....	3,527	28,966	75,540	24,265	11,424	143,722	59,774
1954 January-October.....	3,406	25,196	74,063	24,662	10,782	138,109	60,252

(1) Newfoundland is not included from 1945 to 1948 inclusive, it has been included since that time.

**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951-1952 Totals.....	11,055	12,217	.....	.....	.....	42,861	.....	.....	.....	6,928	199,815
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	968	91,133
1953 January-October.....	8,685	5,472	1,618	2,765	11,210	16,114	752	23,257	8,056	853	78,782
1954 January-October.....	8,877	6,156	1,901	2,444	10,457	10,200	712	24,419	11,981	539	77,586

Due to changes in occupational classifications comparisons with earlier periods cannot be made for all groups.  
Where possible, comparisons are indicated in the above table.

**B—Labour Income****TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	302	62	230	199	32	901
1953—Average.....	73	330	70	250	215	34	972
1953—September.....	80	337	82	256	224	35	1,014
October.....	78	333	83	257	226	35	1,012
November.....	77	328	76	256	224	35	996
December.....	71	333	69	255	225	35	988
1954—January.....	65	322	56	245	223	34	945
February.....	66	325	54	247	225	33	950
March.....	62	323	54	245	226	33	943
April.....	59	322	59	251	229	34	954
May.....	69	320	67	253	232	34	975
June.....	74	325	70	259	237	35	1,000
July.....	80	323	77	262	233	35	1,010
August.....	83	323	76	261	235	36	1,014
September.....	84	326	78	263	244	35	1,030

\* Includes Newfoundland, since 1949.



## C—Employment, Hours and Earnings

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At October 1, employers in the principal non-agricultural industries reported a total employment of 2,555,258.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
Oct. 1, 1953.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1, 1953.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1, 1953.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
Jan. 1, 1954.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1, 1954.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1, 1954.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1, 1954.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1, 1954.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1, 1954.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1, 1954.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1, 1954.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1, 1954.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1, 1954.....	113.3	157.0	137.9	59.26	108.1	151.8	139.7	61.42

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)

SOURCE: Employment and Payrolls (DBS)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1 1954	Sept. 1 1954	Oct. 1 1953	Oct. 1 1954	Sept. 1 1954	Oct. 1 1953
(a) Provinces						
Newfoundland.....	142.7	139.2	157.4	54.84	54.94	59.10
Prince Edward Island.....	120.6	121.2	119.8	44.04	43.45	44.53
Nova Scotia.....	101.6	101.0	104.7	49.63	48.98	48.58
New Brunswick.....	102.1	100.5	102.2	50.84	50.26	49.12
Quebec.....	113.6	112.2	116.2	56.79	56.69	55.08
Ontario.....	111.7	111.6	117.1	61.61	61.17	60.26
Manitoba.....	109.4	109.1	110.5	57.19	57.19	55.69
Saskatchewan.....	123.5	126.5	123.9	56.54	56.69	56.30
Alberta.....	135.6	136.4	135.0	60.85	59.14	60.13
British Columbia.....	112.3	113.1	114.6	64.28	64.14	64.34
Canada.....	113.3	112.9	116.9	59.26	58.93	58.11
(b) Metropolitan Areas						
St. John's.....	121.8	119.6	122.1	45.02	44.36	42.52
Sydney.....	92.7	92.0	100.6	60.89	58.33	62.28
Halifax.....	114.4	110.9	118.2	47.89	48.02	45.49
Saint John.....	96.0	95.3	100.9	47.72	47.18	46.07
Quebec.....	115.4	115.0	114.7	49.12	48.99	47.75
Sherbrooke.....	100.6	98.8	103.1	50.17	48.78	46.44
Three Rivers.....	108.2	109.0	103.7	56.29	56.86	53.98
Drummondville.....	70.9	68.6	84.6	51.72	51.07	51.48
Montreal.....	111.7	111.4	114.8	57.80	57.63	56.37
Ottawa—Hull.....	111.9	113.2	110.2	54.79	55.16	52.33
Peterborough.....	94.3	94.9	100.9	62.90	61.80	61.99
Oshawa.....	99.7	116.0	160.9	61.38	55.75	65.70
Niagara Falls.....	149.4	155.6	181.4	64.49	63.74	67.04
St. Catharines.....	111.2	109.4	120.5	67.40	67.57	66.35
Toronto.....	120.2	120.4	121.5	63.21	62.79	61.51
Hamilton.....	104.2	102.7	112.2	63.82	62.63	61.72
Brantford.....	83.7	81.6	83.1	58.35	56.37	55.78
Galt.....	97.3	99.0	108.6	55.04	54.09	53.76
Kitchener.....	102.9	102.6	111.8	57.34	57.33	56.32
Sudbury.....	135.9	136.5	139.2	73.33	72.85	71.43
London.....	111.1	109.4	115.4	57.52	56.87	55.48
Sarnia.....	114.2	116.3	124.5	73.27	73.49	73.99
Windsor.....	83.0	80.9	109.4	68.16	67.63	66.62
Sault Ste. Marie.....	98.7	100.3	139.8	67.11	68.05	66.88
Ft. William—Pt. Arthur.....	110.4	113.9	124.8	61.31	61.48	59.47
Winnipeg.....	107.0	105.9	105.9	54.29	54.38	52.58
Regina.....	119.5	123.7	117.5	54.31	54.88	50.86
Saskatoon.....	125.8	127.3	122.4	52.92	52.75	51.67
Edmonton.....	155.3	154.1	151.0	59.76	56.88	59.12
Calgary.....	138.1	137.4	133.9	58.71	57.74	57.35
Vancouver.....	104.7	105.7	104.3	61.86	61.38	60.27
Victoria.....	117.2	115.6	110.1	58.23	58.90	57.08

**TABLE C-3. INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)

Source: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1 1954	Sept. 1 1954	Oct. 1 1953	Oct. 1 1954	Sept. 1 1954	Oct. 1 1953
<b>Mining.....</b>	<b>113.6</b>	<b>112.8</b>	<b>108.8</b>	<b>71.08</b>	<b>69.65</b>	<b>70.23</b>
Metal mining.....	115.4	115.4	105.0	74.45	73.52	73.48
Gold.....	83.1	83.7	70.5	67.95	66.84	65.63
Other metal.....	145.5	145.0	136.8	77.92	77.12	77.21
Fuels.....	100.0	99.7	103.8	68.31	65.83	68.51
Coal.....	74.4	73.3	79.2	61.28	57.24	60.02
Oil and natural gas.....	184.7	187.2	185.9	77.70	76.98	80.59
Non-metal.....	139.2	141.4	141.5	64.58	63.71	63.14
<b>Manufacturing.....</b>	<b>108.1</b>	<b>108.3</b>	<b>115.2</b>	<b>61.43</b>	<b>60.87</b>	<b>59.69</b>
Food and beverages.....	118.7	118.6	118.0	52.97	52.37	51.45
Meat products.....	115.7	116.6	113.7	63.42	62.56	62.84
Canned and preserved fruits and vegetables.....	195.5	185.0	193.5	42.05	39.27	41.51
Grain mill products.....	105.7	106.4	103.6	59.98	60.49	57.80
Bread and other bakery products.....	101.8	103.4	106.5	52.89	52.13	51.33
Distilled and malt liquors.....	106.2	106.7	106.1	67.99	68.26	66.47
Tobacco and tobacco products.....	77.9	77.7	82.9	60.60	60.53	58.81
Rubber products.....	104.0	104.2	112.2	63.86	61.76	61.45
Leather products.....	86.6	88.3	93.9	41.86	42.49	40.86
Boots and shoes (except rubber).....	89.4	92.1	93.7	39.63	40.53	39.06
Textile products (except clothing).....	79.8	78.8	91.3	50.95	50.03	48.19
Cotton yarn and broad woven goods.....	79.4	79.6	90.9	47.93	46.56	44.85
Woolen goods.....	68.2	66.7	83.5	49.99	49.49	46.62
Synthetic textiles and silk.....	80.2	78.6	93.0	56.82	55.80	53.37
Clothing (textile and fur).....	93.2	91.8	100.6	41.36	41.59	41.32
Men's clothing.....	96.5	95.7	105.9	39.70	39.98	40.17
Women's clothing.....	97.0	95.7	100.3	41.40	42.83	41.83
Knit goods.....	80.2	78.8	90.5	43.66	42.54	42.60
Wood products.....	106.3	107.6	107.4	55.06	54.76	53.91
Saw and planing mills.....	110.5	113.0	109.4	57.02	56.32	55.63
Furniture.....	104.1	101.5	106.5	52.70	53.01	51.95
Other wood products.....	91.6	94.4	99.9	49.15	49.74	49.17
Paper products.....	118.2	120.2	114.2	72.31	72.94	70.06
Pulp and paper mills.....	122.1	121.8	115.9	77.16	78.26	75.32
Other paper products.....	108.7	108.8	110.0	58.22	58.05	56.42
Printing, publishing and allied industries.....	111.0	110.4	108.0	65.94	65.15	62.87
Iron and steel products.....	97.4	98.5	110.8	68.44	67.39	66.87
Agricultural implements.....	45.2	56.2	67.2	66.33	64.46	64.84
Fabricated and structural steel.....	129.7	130.8	142.8	72.96	71.06	72.80
Hardware and tools.....	97.5	97.5	107.6	65.73	63.47	61.71
Heating and cooking appliances.....	99.6	98.7	100.9	62.89	60.46	57.89
Iron castings.....	88.9	85.8	99.2	68.02	67.73	66.97
Machinery manufacturing.....	108.3	109.4	116.6	67.37	66.43	65.31
Primary iron and steel.....	95.1	96.0	119.8	72.84	71.77	71.77
Sheet metal products.....	109.7	109.7	113.9	66.14	66.47	64.65
Transportation equipment.....	121.0	121.5	149.4	69.60	68.06	67.89
Aircraft and parts.....	338.7	343.4	375.1	74.86	74.16	73.50
Motor vehicles.....	78.6	83.0	119.2	75.34	69.55	72.31
Motor vehicle parts and accessories.....	92.3	86.8	121.5	67.56	68.01	65.43
Railroad and rolling stock equipment.....	86.1	85.6	106.9	64.05	63.63	63.90
Shipbuilding and repairing.....	152.5	152.4	174.4	65.76	63.42	62.53
Non-ferrous metal products.....	120.1	120.0	122.0	70.53	69.61	67.92
Aluminum products.....	121.8	120.2	131.8	67.27	66.92	64.70
Brass and copper products.....	101.7	101.9	109.5	66.99	65.51	65.87
Smelting and refining.....	110.5	111.2	133.2	76.07	75.20	73.85
Electrical apparatus and supplies.....	133.3	131.1	140.2	67.25	66.54	64.04
Non-metallic mineral products.....	116.8	119.5	116.1	64.79	64.38	62.31
Clay products.....	109.4	108.6	107.2	61.13	61.23	58.63
Glass and glass products.....	105.2	111.8	118.3	61.92	61.38	60.53
Products of petroleum and coal.....	122.8	121.8	120.8	85.91	85.43	81.32
Chemical products.....	121.8	122.0	120.1	67.21	66.86	64.81
Medicinal and pharmaceutical preparations.....	108.2	107.7	105.3	62.20	61.41	59.19
Acids, alkalis and salts.....	118.1	116.7	122.3	74.92	75.35	72.14
Miscellaneous manufacturing industries.....	106.0	104.9	112.0	53.89	53.38	51.63
<b>Construction.....</b>	<b>127.0</b>	<b>129.0</b>	<b>135.8</b>	<b>61.31</b>	<b>60.99</b>	<b>63.32</b>
Buildings and structures.....	128.1	130.1	148.1	66.26	65.71	69.11
Highways, bridges and streets.....	125.3	126.8	115.9	53.31	53.33	51.27
<b>Service.....</b>	<b>115.7</b>	<b>118.9</b>	<b>112.3</b>	<b>39.01</b>	<b>38.17</b>	<b>37.38</b>
Hotels and restaurants.....	113.8	118.3	100.3	33.69	33.08	32.85
Laundries and dry cleaning plants.....	103.1	101.3	102.7	37.49	36.62	35.72
<b>Industrial composite.....</b>	<b>113.3</b>	<b>112.9</b>	<b>116.9</b>	<b>59.26</b>	<b>58.93</b>	<b>58.11</b>



**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1	Sept. 1	Oct. 1	Oct. 1	Sept. 1	Oct. 1	Oct. 1	Sept. 1	Oct. 1
	1954	1954	1953	1954	1954	1953	1954	1954	1953
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	43-4	42-6	43-2	156-8	155-8	154-8	68.05	66.37	66.87
Metal mining.....	44-5	44-1	44-6	161-0	160-4	159-1	71.65	70.74	70.96
Gold.....	46-1	45-7	46-1	137-6	137-7	132-2	63.43	62.93	60.94
Other metal.....	43-6	43-2	43-8	174-6	173-9	172-8	76.13	75.12	75.69
Fuels.....	40-7	38-4	40-2	153-6	151-4	154-5	62.52	58.14	62.11
Coal.....	40-4	38-0	39-1	148-7	146-1	150-3	60.07	55.52	58.77
Oil and natural gas.....	41-3	39-8	43-6	168-6	166-3	166-6	69.63	66.19	72.64
Non-metal.....	44-0	44-0	43-9	146-0	144-6	140-8	64.24	63.62	61.81
Manufacturing.....	41-3	40-9	41-5	139-7	139-5	136-6	57.70	57.06	56.69
Food and beverages.....	42-1	41-3	41-5	114-9	115-6	114-0	48.37	47.74	47.31
Meat products.....	40-1	39-9	40-1	148-5	147-4	148-1	59.55	58.81	59.39
Canned and preserved fruits and vegetables.....	44-8	40-3	41-9	89-5	89-7	94-3	40.10	36.15	39.51
Grain mill products.....	42-1	42-7	42-1	136-8	138-0	131-3	57.59	58.93	55.28
Bread and other bakery products.....	44-1	44-0	43-6	105-3	105-4	105-7	46.44	46.39	46.09
Distilled and malt liquors.....	39-9	40-0	42-2	155-7	155-7	146-2	62.12	62.28	61.70
Tobacco and tobacco products.....	40-4	40-1	40-5	141-2	141-8	136-0	57.04	56.86	55.08
Rubber products.....	41-9	40-6	41-7	145-2	144-3	141-6	60.84	58.59	59.05
Leather products.....	38-7	39-5	39-4	99-5	98-8	97-4	38.51	39.03	38.38
Boots and shoes (except rubber).....	37-7	39-2	38-3	96-1	95-5	93-6	38.23	37.44	35.85
Textile products (except clothing).....	42-6	41-8	40-8	109-7	109-2	107-6	46.73	45.65	44.02
Cotton yarn and broad woven goods.....	40-6	39-3	38-1	111-5	110-5	110-1	45.27	43.43	41.95
Woollen goods.....	44-0	43-6	41-6	104-6	104-1	102-7	46.02	45.39	42.72
Synthetic textiles and silk.....	45-2	44-7	43-8	114-1	114-1	111-3	51.57	51.00	48.75
Clothing (textile and fur).....	37-7	37-8	38-9	98-7	98-9	97-1	37.21	37.38	37.77
Men's clothing.....	37-0	37-2	39-0	97-7	97-5	95-0	36.15	36.27	37.05
Women's clothing.....	35-4	36-5	36-3	103-8	105-1	103-4	36.75	38.36	37.63
Knit goods.....	40-3	39-1	40-8	98-8	98-3	96-5	39.82	38.44	39.37
*Wood products.....	42-2	42-0	42-5	126-1	125-8	122-9	63.21	62.84	62.23
Saw and planing mills.....	41-7	41-3	41-8	133-8	132-7	130-5	65.79	64.81	64.55
Furniture.....	43-5	43-6	44-2	114-0	115-6	111-8	49.85	50.40	49.42
Other wood products.....	42-7	42-9	43-2	108-6	109-2	107-4	46.37	46.85	46.40
Paper products.....	42-4	43-1	43-7	160-9	161-0	163-6	73.02	74.56	71.98
Pulp and paper mills.....	42-6	43-5	44-0	171-8	171-4	163-6	63.42	63.55	62.30
Other paper products.....	42-0	42-0	42-8	127-2	127-5	122-2	67.27	66.29	63.58
Printing, publishing and allied industries.....	40-4	40-1	39-9	166-5	165-3	159-3	65.37	64.45	63.68
*Iron and steel products.....	41-4	41-0	40-2	157-9	157-2	154-6	65.37	64.45	63.68
Agricultural implements.....	39-1	36-9	38-4	154-3	160-1	159-4	60.33	59.08	61.21
Fabricated and structural steel.....	40-8	40-7	42-6	164-9	164-2	163-5	67.28	66.83	66.65
Hardware and tools.....	42-3	41-4	42-1	146-6	144-6	139-5	62.01	59.86	58.73
Heating and cooking appliances.....	42-7	41-8	42-0	141-9	140-2	132-6	60.59	58.60	55.69
Iron castings.....	42-2	42-0	42-8	156-4	156-3	154-0	66.00	65.65	65.91
Machinery manufacturing.....	42-2	41-6	42-9	152-8	152-1	147-8	64.48	63.27	63.41
Primary iron and steel.....	40-1	40-0	40-9	173-7	171-0	170-6	69.65	68.40	69.78
Sheet metal products.....	41-3	41-7	42-4	153-7	153-6	147-5	63.48	64.05	62.54
*Transportation equipment.....	40-7	39-8	41-3	162-8	161-9	157-9	66.26	64.44	65.21
Aircraft and parts.....	41-7	41-5	43-7	172-3	171-7	161-1	71.85	71.26	70.40
Motor vehicles.....	39-6	35-3	40-0	172-7	171-6	169-9	68.39	60.57	67.96
Motor vehicle parts and accessories.....	38-6	39-2	39-8	162-5	162-2	157-9	62.73	63.58	62.84
Railroad and rolling stock equipment.....	39-7	39-7	40-2	159-4	158-4	157-7	63.28	62.88	63.40
Shipbuilding and repairing.....	42-8	41-7	42-7	152-0	150-5	145-1	65.06	62.76	61.96
*Non-ferrous metal products.....	41-4	41-0	41-5	160-2	159-3	155-8	66.32	65.31	64.86
Aluminum products.....	41-8	41-2	41-6	145-8	145-7	142-4	60.94	60.03	59.24
Brass and copper products.....	41-7	40-8	42-9	151-2	150-0	146-5	63.05	61.20	62.85
Smelting and refining.....	41-3	41-0	41-3	173-0	171-8	170-2	71.45	70.44	70.29
*Electrical apparatus and supplies.....	40-9	40-3	41-3	150-8	150-9	144-5	61.68	60.81	59.68
Heavy electrical machinery and equipment.....	40-4	40-1	41-5	166-2	166-2	158-9	67.14	66.65	65.94
*Non-metallic mineral products.....	43-8	43-7	44-1	142-5	141-5	136-9	62.42	61.84	60.37
Clay products.....	44-6	44-7	45-2	132-0	131-6	125-5	58.87	58.83	56.73
Glass and glass products.....	42-6	42-4	43-9	141-5	139-7	133-6	60.28	59.23	58.65
Products of petroleum and coal.....	41-4	41-5	41-4	191-0	188-7	183-7	79.07	78.31	76.05
Chemical products.....	41-3	41-1	41-9	146-4	146-3	140-2	60.46	60.13	58.74
Medicinal and pharmaceutical preparations.....	41-3	41-0	41-9	121-0	120-7	117-0	49.97	49.49	49.02
Acids, alkalis and salts.....	41-5	41-9	42-6	167-6	167-7	160-3	69.55	70.27	68.29
Miscellaneous manufacturing industries.....	41-5	41-1	41-7	116-2	116-2	111-7	48.22	47.76	46.58
*Durable goods.....	41-5	41-0	41-9	151-6	150-9	148-5	62.91	61.87	62.22
Non-durable goods.....	41-1	40-8	41-1	128-1	128-4	123-7	52.65	52.39	50.84
Construction.....	41-8	41-8	43-4	144-5	144-2	146-6	60.40	60.28	63.62
Buildings and structures.....	41-7	41-5	42-6	155-8	155-5	160-7	64.97	64.53	68.46
Highways, bridges and streets.....	42-2	42-4	42-2	121-3	121-2	114-7	51.19	51.39	48.40
Electric and motor transportation.....	45-4	44-7	45-5	141-6	141-2	137-3	64.29	63.12	62.47
Service.....	40-7	40-9	41-5	84-1	81-7	79-7	34.23	33.42	33.08
Hotels and restaurants.....	41-0	41-6	42-0	83-8	80-4	79-7	34.36	33.45	33.47
Laundries and dry cleaning plants.....	40-8	40-2	41-2	80-1	80-0	76-9	32.68	32.16	31.27

Durable manufactured goods industries.

Tables C-1 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1954	Sept. 1, 1954	Oct. 1, 1953	Oct. 1, 1954	Sept. 1, 1954	Oct. 1, 1953
Newfoundland.....	42.5	42.4	41.9	133.1	134.2	136.1
Nova Scotia.....	41.6	41.0	41.3	120.5	119.5	122.4
New Brunswick.....	42.2	42.0	42.8	122.5	122.1	120.1
Quebec.....	42.3	42.2	43.0	127.1	126.5	123.2
Ontario.....	41.0	40.4	41.1	146.3	146.6	143.6
Manitoba.....	40.4	40.4	40.6	135.1	134.8	132.9
Saskatchewan.....	39.7	40.2	40.7	146.8	145.7	141.5
Alberta.....	40.3	39.8	39.4	146.5	146.4	141.4
British Columbia.....	38.3	38.3	38.3	167.7	166.0	164.0

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (DBS).

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	136.8	56.09	134.5	115.5	116.5
Week Preceding:						
October 1, 1953.....	41.5	136.6	56.69	135.9	116.7	116.5
November 1, 1953.....	41.4	137.4	56.88	136.4	116.2	117.4
December 1, 1953.....	41.2	138.4	57.02	136.7	115.8	118.0
January 1, 1954.....	41.0*	140.4	57.56	138.0	115.7	119.3
February 1, 1954.....	40.7	140.4	57.14	137.0	115.7	118.4
March 1, 1954.....	41.1	140.6	57.79	138.6	115.5	120.0
April 1, 1954.....	40.9	141.0	57.67	138.3	115.6	119.6
May 1, 1954.....	40.6	141.8	57.67	138.0	115.5	119.5
June 1, 1954.....	39.8	142.2	56.60	135.7	116.1	116.9
July 1, 1954.....	40.5	141.6	57.35	137.5	116.2	118.3
August 1, 1954.....	40.7	140.9	57.35	137.5	117.0	117.5
September 1, 1954.....	40.9	139.5	57.06	136.8	116.8	117.1
October 1, 1954 (1).....	41.3	139.7	57.70	138.3	116.8	118.4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1954, are 38.5 hours and \$54.05.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
<b>Date Nearest</b>						
December 1, 1949.....	10,400	12,085	22,485	164,345	56,439	220,784
December 1, 1950.....	32,081	11,039	43,120	124,850	61,456	186,306
December 1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
December 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
December 1, 1953.....	15,446	11,868	27,314	241,094	74,513	315,607
January 1, 1954.....	8,298	9,121	17,419	354,965	84,306	439,271
February 1, 1954.....	8,406	9,575	17,981	439,633	103,112	542,745
March 1, 1954.....	9,014	10,176	19,190	457,029	105,622	562,651
April 1, 1954.....	11,434	12,293	23,727	466,120	101,933	568,053
May 1, 1954.....	14,942	15,335	30,277	378,873	86,818	465,691
June 1, 1954.....	14,284	15,790	30,074	237,848	70,782	314,630
July 1, 1954.....	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954.....	12,113	12,913	25,026	181,457	77,396	258,853
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954.....	16,381	13,018	29,399	170,883	71,561	242,444
November 1, 1954 (1).....	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954 (1).....	16,104	10,504	26,608	255,813	85,229	341,042

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES <sup>(1)</sup> BY INDUSTRY AND BY SEX**

(SOURCE: Form U.I.C. 751)

Industry	Male Oct. 30, 1954	Female Oct. 30, 1954	Total Oct. 30, 1954	Change from	
				Sept. 30, 1954	Oct. 31, 1953
<b>Agriculture, Fishing, Trapping</b> .....	<b>411</b>	<b>143</b>	<b>554</b>	— 898	— 111
<b>Forestry</b> .....	<b>4,108</b>	<b>8</b>	<b>4,116</b>	— 285	+ 1,934
<b>Mining, Quarrying, and Oil Wells</b> .....	<b>343</b>	<b>37</b>	<b>380</b>	— 24	— 120
Metal Mining.....	73	3	78	— 73	— 104
Fuels.....	225	7	232	+ 89	— 17
Non-Metal Mining.....	10	1	11	— 6	— 20
Quarrying, Clay and Sand Pits.....	10	.....	10	+ 4	— 3
Prospecting.....	23	26	49	— 38	+ 24
<b>Manufacturing</b> .....	<b>2,414</b>	<b>2,373</b>	<b>4,787</b>	— 1,166	— 999
Foods and Beverages.....	166	217	383	— 277	— 81
Tobacco and Tobacco Products.....	254	559	813	+ 803	+ 803
Rubber Products.....	20	14	34	— 9	— 51
Leather Products.....	31	108	139	— 47	— 189
Textile Products (except clothing).....	72	173	245	— 8	— 9
Clothing (textile and fur).....	98	750	848	— 801	— 167
Wood Products.....	201	52	253	— 47	— 85
Paper Products.....	117	34	151	+ 11	— 62
Printing, Publishing and Allied Industries.....	82	99	181	— 3	— 147
Iron and Steel Products.....	288	94	382	— 104	— 183
Transportation Equipment.....	543	35	578	— 479	— 311
Non-Ferrous Metal Products.....	88	29	117	+ 6	— 26
Electrical Apparatus and Supplies.....	214	80	294	— 94	— 12
Non-Metallic Mineral Products.....	79	18	97	+ 9	— 3
Products of Petroleum and Coal.....	16	13	29	+ 26	— 224
Chemical Products.....	100	51	151	— 106	— 162
Miscellaneous Manufacturing Industries.....	45	47	92	—	—
<b>Construction</b> .....	<b>1,587</b>	<b>57</b>	<b>1,644</b>	— 562	— 694
General Contractors.....	1,090	42	1,132	— 372	— 441
Special Trade Contractors.....	497	15	512	— 190	— 253
<b>Transportation, Storage and Communication</b> .....	<b>314</b>	<b>154</b>	<b>468</b>	— 169	— 304
Transportation.....	280	47	327	— 137	— 202
Storage.....	16	7	23	— 8	— 43
Communication.....	18	100	118	— 24	— 59
<b>Public Utility Operation</b> .....	<b>68</b>	<b>20</b>	<b>88</b>	— 45	— 43
<b>Trade</b> .....	<b>1,488</b>	<b>1,592</b>	<b>3,080</b>	— 1,042	— 1,548
Wholesale.....	483	340	823	— 166	— 310
Retail.....	1,005	1,252	2,257	— 876	— 1,238
<b>Finance, Insurance and Real Estate</b> .....	<b>509</b>	<b>407</b>	<b>916</b>	— 140	— 505
<b>Service</b> .....	<b>2,010</b>	<b>5,689</b>	<b>7,699</b>	— 1,249	— 1,543
Community or Public Service.....	152	674	826	— 367	— 406
Government Service.....	1,240	459	1,699	+ 257	— 105
Recreation Service.....	65	87	152	— 81	— 99
Business Service.....	241	250	491	— 174	— 180
Personal Service.....	312	4,219	4,531	— 884	— 753
<b>Grand Total</b> .....	<b>13,252</b>	<b>10,480</b>	<b>23,732</b>	— 5,580	— 3,933

(1) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT OCTOBER 28, 1954 <sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,073	490	1,563	4,479	1,200	5,679
Clerical workers.....	1,304	2,112	3,416	9,898	22,009	31,907
Sales workers.....	1,240	1,086	2,326	4,271	9,236	13,507
Personal and domestic service workers.....	376	4,726	5,102	22,401	14,334	36,735
Seamen.....				849	3	852
Agriculture and fishing.....	425	7	432	1,290	114	1,404
Skilled and semiskilled workers.....	8,071	1,189	9,260	82,869	16,552	99,421
Food and kindred products (inc. tobacco)...	32	15	47	1,069	440	1,509
Textiles, clothing, etc.....	86	911	997	3,235	10,169	13,404
Lumber and wood products.....	4,961	1	4,962	5,634	159	5,793
Pulp, paper (inc. printing).....	32	7	39	759	401	1,160
Leather and leather products.....	29	54	83	1,077	1,080	2,157
Stone, clay and glass products.....	10		10	349	43	392
Metalworking.....	400	29	429	15,881	1,008	16,889
Electrical.....	98	7	105	1,918	646	2,564
Transportation equipment.....	5		5	1,576	81	1,657
Mining.....	164		164	1,076		1,076
Construction.....	743		743	17,079	4	17,083
Transportation (except seamen).....	445	3	448	12,391	82	12,473
Communications and public utility.....	52		52	386	3	389
Trade and service.....	119	114	233	2,381	1,263	3,644
Other skilled and semiskilled.....	722	44	766	13,991	896	14,887
Foremen.....	57	4	61	1,577	266	1,843
Apprentices.....	116		116	2,490	11	2,501
Unskilled workers.....	1,235	891	2,126	61,066	13,555	74,621
Food and tobacco.....	279	598	877	2,457	2,844	5,301
Lumber and lumber products.....	64	4	68	5,241	257	5,498
Metalworking.....	57	14	71	6,804	500	7,304
Construction.....	558		558	21,455	11	21,466
Other unskilled workers.....	277	275	552	25,109	9,943	35,052
<b>Grand Total.....</b>	<b>13,724</b>	<b>10,501</b>	<b>24,225</b>	<b>187,123</b>	<b>77,003</b>	<b>264,126</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4. - UNFILLED VACANCIES AND LIVE APPLICATIONS AT OCTOBER 28, 1954

(Source: U.I.C. 757)

Office	Unfilled Vacancies (%)			Live Applications						
	No.	Change from Previous Month	Change from Previous Year	No.	Change from Previous Month	Change from Previous Year				
<b>Newfoundland</b> .....	<b>587</b>	<b>+</b>	<b>141</b>	<b>+</b>	<b>323</b>	<b>3,494</b>	<b>-</b>	<b>14</b>	<b>-</b>	<b>5</b>
Corner Brook.....	62	+	32	-	41	896	-	256	+	200
Grand Falls.....	100	+	98	+	98	230	-	1	-	76
St. John's.....	425	+	11	+	266	2,368	+	243	-	129
<b>Prince Edward Island</b> .....	<b>100</b>	<b>-</b>	<b>247</b>	<b>+</b>	<b>6</b>	<b>996</b>	<b>-</b>	<b>15</b>	<b>-</b>	<b>28</b>
Charlottetown.....	72	-	3	+	4	618	-	23	-	50
Summerside.....	28	-	244	+	2	378	+	8	+	22
<b>Nova Scotia</b> .....	<b>1,414</b>	<b>+</b>	<b>394</b>	<b>-</b>	<b>114</b>	<b>11,920</b>	<b>+</b>	<b>471</b>	<b>+</b>	<b>594</b>
Amherst.....	11	-	3	+	10	390	+	54	+	66
Bridgewater.....	36	-	30	-	8	492	+	78	+	47
Halifax.....	1,127	+	420	-	102	3,578	+	120	+	539
Inverness.....		-	0	-	1	189	-	118	-	15
Kentville.....	64	-	47	-	10	625	-	102	-	138
Liverpool.....	47	+	18	+	28	261	+	61	-	71
New Glasgow.....	16	-	4	-	16	2,311	+	515	+	1,021
Springhill.....	2	+	1	-	0	420	-	95	-	277
Sydney.....	72	+	45	-	24	2,238	-	410	-	512
Truro.....	25	-	6	+	7	585	+	69	-	31
Yarmouth.....	14	-	0	+	2	831	+	299	-	35
<b>New Brunswick</b> .....	<b>830</b>	<b>-</b>	<b>235</b>	<b>-</b>	<b>83</b>	<b>19,183</b>	<b>+</b>	<b>1,004</b>	<b>-</b>	<b>367</b>
Bathurst.....	16	-	5	+	4	554	+	80	-	238
Campbellton.....	38	+	5	+	2	611	+	106	-	33
Edmundston.....	45	+	10	+	39	284	+	46	-	125
Fredericton.....	282	-	105	+	104	819	+	19	-	409
Minto.....	8	-	4	-	21	456	-	149	-	144
Moncton.....	203	-	83	-	218	2,351	+	323	-	96
Newcastle.....	20	-	6	+	18	927	+	191	+	31
Saint John.....	152	-	12	-	142	2,615	+	38	+	179
St. Stephen.....	17	+	9	+	9	1,016	+	248	+	470
Sussex.....	41	+	34	+	38	208	+	58	-	29
Woodstock.....	8	-	78	-	6	342	+	44	+	27
<b>Quebec</b> .....	<b>8,717</b>	<b>-</b>	<b>1,451</b>	<b>+</b>	<b>52</b>	<b>75,531</b>	<b>+</b>	<b>6,590</b>	<b>+</b>	<b>12,399</b>
Asbestos.....	13	-	2	-	91	371	+	44	+	75
Beauharnois.....	1	-	7	-	4	487	+	16	+	9
Buckingham.....	26	+	12	+	13	434	+	28	-	54
Chaussepel.....	78	+	73	+	72	413	+	109	+	23
Chandler.....	4	+	3	-	66	200	+	23	-	100
Chicoutimi.....	156	-	42	+	31	575	+	52	-	172
Dolbeau.....	65	-	7	+	59	221	+	27	-	104
Drummondville.....	20	-	7	-	33	1,442	-	96	+	178
Farnham.....	9	-	27	-	18	650	+	193	+	138
Forestville.....	75	-	62	+	62	178	+	17	-	185
Gaspé.....	3	-	0	+	1	165	-	18	-	6
Granby.....	21	-	1	+	12	1,194	+	75	+	414
Hull.....	62	-	39	-	6	1,459	+	125	+	134
Joliette.....	109	-	118	-	486	1,491	+	102	-	303
Jonquiere.....	121	+	78	+	36	828	+	83	-	158
Lachute.....	10	-	11	+	5	289	+	32	-	64
La Malbaie.....	45	-	4	+	33	188	+	42	-	17
La Tuque.....	2,110	+	41	+	1,311	387	+	77	+	17
Levis.....	86	-	36	-	91	1,221	+	35	+	64
Louiseville.....	13	-	2	-	2	378	+	41	+	138
Maniwaki.....	7	+	8	+	1	118	+	57	+	6
Matane.....	63	+	8	-	534	288	+	51	-	39
Megantic.....	18	-	13	+	14	362	+	18	-	115
Mont-Laurier.....	4	+	2	-	4	330	+	68	+	83
Montmagny.....	16	-	9	+	5	439	+	69	-	175
Montreal.....	2,538	-	1,005	-	937	35,124	+	3,840	+	11,348
New Richmond.....	32	+	10	+	20	234	+	8	-	29
Port Alfred.....	169	+	13	+	144	203	+	35	-	29
Quebec.....	532	-	122	-	127	5,922	+	574	+	262
Rimouski.....	18	+	1	+	1	481	+	75	-	49
Riviere du Loup.....	23	+	4	+	6	646	-	157	-	60
Roberval.....	39	-	332	-	23	230	+	7	+	7
Rouyn.....	119	+	18	+	89	1,066	+	131	+	67
Ste. Agathe.....	7	+	1	-	9	366	+	65	+	85
Ste. Anne de Bellevue.....	22	-	3	+	5	490	+	105	+	195
Ste. Therese.....	50	-	30	+	14	850	+	20	+	277
St. Georges Est.....	396	+	30	+	54	635	+	60	+	121
St. Hyacinthe.....	34	-	88	-	159	1,205	+	124	+	181
St. Jean.....	41	-	21	-	30	1,075	+	48	+	93
St. Jerome.....	16	+	2	-	47	729	+	96	-	148
St. Joseph d'Alma.....	716	+	131	+	515	438	+	154	-	119
Sept Iles.....	19	-	29	-	7	155	+	21	-	76
Shawinigan Falls.....	31	+	9	-	1	1,634	+	227	-	263
Sherbrooke.....	135	-	27	-	93	2,809	+	21	+	301
Sorel.....	33	+	4	-	3	1,407	+	33	+	478
Thetford Mines.....	140	+	1	+	123	564	-	9	+	25
Three Rivers.....	125	-	13	-	24	2,453	+	244	+	365



TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT OCTOBER 28, 1954

(Source: U.I.C. 757)

Office	Unfilled Vacancies (%)			Live Applications		
	No.	Change from Previous Month	Change from Previous Year	No.	Change from Previous Month	Change from Previous Year
<b>Quebec—Concluded</b>						
Val d'Or.....	280	+	244	731	+	2
Valleyfield.....	35	—	15	1,088	+	143
Victoriaville.....	32	—	41	888	+	209
<b>Ontario</b>	<b>7,349</b>	<b>—</b>	<b>1,509</b>	<b>104,698</b>	<b>—</b>	<b>5,375</b>
Amnrior.....	14	—	3	119	+	29
Barrie.....	84	—	101	709	+	162
Belleville.....	24	—	4	726	+	91
Bracebridge.....	20	—	39	503	+	154
Brampton.....	19	—	20	355	+	19
Brantford.....	52	—	1	2,279	+	550
Brockville.....	12	—	27	257	+	45
Carleton Place.....	2	—	0	128	+	39
Chatham.....	169	—	159	1,331	+	104
Cobourg.....	11	—	10	363	—	65
Collingwood.....	8	—	7	601	—	19
Cornwall.....	50	—	5	1,549	+	273
Fort Erie.....	3	+	2	467	+	48
Fort Frances.....	7	—	3	170	+	40
Fort William.....	92	—	27	1,283	+	293
Galt.....	55	+	4	987	+	103
Gananoque.....	3	—	2	151	+	21
Goderich.....	16	—	9	302	—	4
Guelph.....	64	—	16	1,031	+	239
Hamilton.....	494	—	59	9,088	+	719
Hawkesbury.....	18	—	3	300	+	58
Ingersoll.....	14	—	0	489	+	141
Kapuskasing.....	21	—	8	411	+	121
Kenora.....	9	—	3	268	—	96
Kingston.....	154	—	0	783	+	66
Kirkland Lake.....	18	—	0	615	—	87
Kitchener.....	71	—	19	1,790	—	107
Leamington.....	3	—	5	763	—	248
Lindsay.....	33	—	19	616	—	138
Listowel.....	21	—	4	179	+	4
London.....	294	—	175	3,308	+	428
Midland.....	10	—	5	535	—	50
Napanee.....	5	+	4	248	—	40
New Toronto.....	83	—	35	1,042	+	301
Niagara Falls.....	31	—	15	1,678	+	203
North Bay.....	24	—	33	988	—	83
Oakville.....	28	—	524	619	+	327
Orillia.....	15	—	0	644	+	146
Oshawa.....	95	+	7	4,353	—	2,590
Ottawa.....	709	—	299	2,574	+	53
Owen Sound.....	24	—	10	736	—	106
Parry Sound.....	1	—	2	257	—	117
Pembroke.....	76	—	37	844	—	26
Perth.....	13	—	8	249	—	28
Peterborough.....	19	—	1	1,821	—	190
Pictou.....	4	—	0	170	—	72
Port Arthur.....	104	—	6	1,500	—	383
Port Colborne.....	8	—	6	476	—	79
Prescott.....	17	—	16	349	—	21
Renfrew.....	12	+	7	298	—	42
St. Catharines.....	51	—	26	2,199	—	140
St. Thomas.....	855	—	798	1,515	—	1,013
Sarnia.....	36	—	10	1,557	—	105
Sault Ste. Marie.....	71	—	7	2,677	—	627
Simcoe.....	36	+	2	492	—	233
Sioux Lookout.....	8	—	11	127	—	52
Smiths Falls.....	10	—	1	229	—	137
Stratford.....	24	—	6	575	—	29
Sturgeon Falls.....	0	—	4	629	—	144
Sudbury.....	77	—	18	1,802	—	348
Timmins.....	43	—	12	1,142	—	201
Toronto.....	2,667	—	245	1,306	—	1,962
Trenton.....	38	—	3	546	—	188
Walkerton.....	23	—	2	437	—	25
Wallaceburg.....	13	—	5	286	—	340
Welland.....	11	—	0	1,548	—	35
Weston.....	150	—	110	841	—	58
Windsor.....	91	—	160	11,721	—	974
Woodstock.....	12	—	0	326	—	66
<b>Manitoba</b>	<b>1,416</b>	<b>—</b>	<b>581</b>	<b>11,578</b>	<b>+</b>	<b>2,147</b>
Brandon.....	154	—	18	641	—	133
Dauphin.....	28	—	16	318	—	66
Flin Flon.....	30	—	11	196	—	29
Portage la Prairie.....	30	—	7	404	—	35
The Pas.....	5	+	2	55	—	27
Winnipeg.....	1,169	—	585	9,964	—	1,857

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT OCTOBER 28<sup>1</sup>, 1954**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies (2)			Live Applications		
	No.	Change from Previous Month	Change from Previous Year	No.	Change from Previous Month	Change from Previous Year
<b>Saskatchewan</b> .....	<b>691</b>	<b>— 622</b>	<b>— 474</b>	<b>5,245</b>	<b>+ 1,091</b>	<b>+ 2,211</b>
Estevan.....	24	— 5	+ 1	83	+ 24	+ 40
Moose Jaw.....	124	— 24	— 7	609	+ 125	+ 267
North Battleford.....	39	— 75	— 13	356	+ 92	+ 157
Prince Albert.....	27	— 25	— 17	746	+ 49	+ 327
Regina.....	164	— 127	— 220	1,142	+ 216	+ 416
Saskatoon.....	124	— 176	— 145	1,463	+ 341	+ 607
Swift Current.....	93	— 132	+ 11	150	— 14	+ 43
Weyburn.....	36	— 24	— 34	106	+ 49	+ 45
Yorkton.....	60	— 34	— 50	590	+ 209	+ 309
<b>Alberta</b> .....	<b>1,890</b>	<b>— 384</b>	<b>— 168</b>	<b>10,432</b>	<b>+ 713</b>	<b>+ 2,696</b>
Blairmore.....	19	+ 6	— 14	307	+ 15	+ 179
Calgary.....	501	— 167	+ 12	3,534	+ 375	+ 490
Drumheller.....	55	— 4	— 31	125	+ 4	0
Edmonton.....	1,020	— 110	+ 65	4,485	+ 285	+ 1,339
Edson.....	24	— 22	— 25	193	— 50	+ 96
Lethbridge.....	147	— 90	— 107	651	— 84	0
Medicine Hat.....	41	— 0	— 49	726	+ 162	+ 418
Red Deer.....	57	+ 5	— 26	381	+ 1	+ 194
Yellowknife.....	16	— 2	+ 7	30	+ 5	— 20
<b>British Columbia</b> .....	<b>1,241</b>	<b>— 687</b>	<b>— 346</b>	<b>30,649</b>	<b>+ 4,320</b>	<b>+ 3,112</b>
Chilliwack.....	28	— 24	— 17	546	+ 54	+ 31
Courtenay.....	23	— 11	+ 8	440	+ 136	+ 140
Cranbrook.....	14	— 30	— 1	235	+ 31	+ 46
Dawson Creek.....	5	— 24	— 3	212	+ 3	+ 138
Duncan.....	30	+ 6	+ 2	273	+ 24	+ 16
Kamloops.....	70	— 38	— 15	282	— 16	+ 9
Kelowna.....	11	— 27	+ 1	234	+ 35	+ 8
Mission City.....	14	— 21	— 6	462	+ 146	+ 69
Nanaimo.....	19	+ 2	0	682	+ 18	+ 47
Nelson.....	15	— 10	+ 1	396	+ 51	+ 141
New Westminster.....	104	— 3	+ 12	4,022	+ 410	+ 460
Penticton.....	5	+ 4	— 4	203	— 25	+ 60
Port Alberni.....	4	— 6	— 8	308	+ 54	+ 52
Prince George.....	51	— 28	+ 5	1,209	+ 497	+ 122
Prince Rupert.....	38	— 1	+ 25	709	+ 262	+ 90
Princeton.....	1	— 3	— 3	86	+ 25	+ 24
Trail.....	11	+ 8	— 11	410	+ 24	+ 145
Vancouver.....	591	— 293	— 302	16,432	+ 2,235	+ 2,035
Vernon.....	15	— 60	0	330	+ 108	+ 102
Victoria.....	157	— 92	+ 8	2,375	+ 261	+ 97
Whitehorse.....	35	— 36	— 38	203	+ 71	+ 112
<b>Canada</b> .....	<b>24,225</b>	<b>— 5,181</b>	<b>— 4,115</b>	<b>264,126</b>	<b>+ 21,682</b>	<b>+ 58,609</b>
Males.....	13,724	— 2,664	— 1,558	187,123	+ 16,240	+ 42,603
Females.....	10,501	— 2,517	— 2,557	77,003	+ 5,442	+ 16,006

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1949-1954

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (10 months).....	1,509,442	610,300	2,119,742	583,486	284,100	867,586
1954 (10 months).....	1,652,359	692,889	2,345,248	465,370	273,010	738,380

## E—Unemployment Insurance

### TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Number Receiving Benefit in Last Week of the Month*	Month of October, 1954		
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
				\$
Newfoundland.....	2,465	722	45,961 (265)	163,966
Prince Edward Island.....	558	231	12,430 (213)	35,159
Nova Scotia.....	7,932	3,643	169,265 (3,410)	536,404
New Brunswick.....	6,700	2,519	131,511 (1,727)	416,330
Quebec.....	51,530	26,447	1,153,772 (25,828)	3,465,526
Ontario.....	71,894	35,100	1,592,189 (25,186)	5,127,667
Manitoba.....	6,322	2,878	136,031 (3,486)	398,869
Saskatchewan.....	2,939	1,341	55,280 (841)	161,685
Alberta.....	6,168	2,761	130,584 (2,627)	404,984
British Columbia.....	16,517	8,409	352,123 (6,929)	1,088,656
Total, Canada, Oct. 1954.....	173,025	84,051	3,780,046 (70,511)	11,779,296
Total, Canada, Sept. 1954.....	158,924	78,225	3,974,847 (74,121)	12,397,571
Total, Canada, Oct. 1953.....	118,730	65,980	2,506,254 (34,380)	7,603,667

\* Week containing last day of the month.

### TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT OCTOBER 29, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES\* INCLUDED IN TOTAL

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							October 31, 1953 Total
	Total	6 and less	7-12	13-24	25-48	49-72	73 and over	
October 29, 1954								
Newfoundland.....	3,009 (15)	794	382	373	526	322	612	3,147 (9)
Male.....	2,752 (15)	748	353	347	488	284	532	2,881 (8)
Female.....	257 (-)	46	29	26	38	38	80	266 (1)
Prince Edward Island.....	968 (8)	177	75	94	101	62	159	837 (1)
Male.....	497 (5)	136	63	65	72	40	121	621 (1)
Female.....	171 (3)	41	12	29	29	22	38	216 (-)
Nova Scotia.....	9,900 (108)	2,373	1,039	1,611	1,745	1,105	2,027	9,782 (51)
Male.....	8,535 (90)	2,074	925	1,432	1,513	928	1,663	8,534 (43)
Female.....	1,365 (18)	299	114	179	232	177	364	1,248 (8)
New Brunswick.....	8,397 (84)	2,249	948	1,101	1,408	833	1,858	8,227 (52)
Male.....	6,513 (64)	1,777	755	886	1,088	671	1,336	6,926 (41)
Female.....	1,884 (20)	472	193	215	320	162	522	1,301 (11)
Quebec.....	63,995 (1,006)	14,929	6,711	9,166	10,647	7,068	15,474	50,527 (578)
Male.....	45,482 (597)	11,171	5,015	6,864	7,524	4,763	10,145	34,998 (339)
Female.....	18,513 (409)	3,758	1,696	2,302	3,123	2,305	5,329	15,529 (239)
Ontario.....	80,364 (968)	20,060	8,328	11,521	13,212	8,273	18,980	46,590 (412)
Male.....	60,094 (718)	15,515	6,686	9,028	9,875	6,158	13,342	34,679 (282)
Female.....	19,760 (250)	4,535	1,642	2,493	3,337	2,115	5,638	11,911 (130)
Manitoba.....	9,107 (150)	3,037	840	1,226	1,295	720	1,989	6,672 (47)
Male.....	5,958 (105)	2,097	594	826	783	399	1,259	4,184 (31)
Female.....	3,149 (45)	940	246	400	512	321	730	2,488 (16)
Saskatchewan.....	3,782 (38)	1,158	508	537	612	291	676	1,852 (19)
Male.....	2,633 (29)	911	377	377	372	161	435	1,200 (15)
Female.....	1,149 (9)	247	131	160	240	130	241	652 (4)
Alberta.....	7,193 (73)	1,955	746	990	1,195	702	1,005	4,851 (31)
Male.....	4,783 (54)	1,354	516	642	736	423	1,112	3,351 (31)
Female.....	2,410 (19)	601	230	348	459	279	493	1,500 (-)
British Columbia.....	22,084 (232)	6,913	2,028	3,368	3,593	1,870	4,312	21,119 (145)
Male.....	15,913 (170)	5,642	2,051	2,538	2,572	1,230	2,880	16,277 (109)
Female.....	6,771 (62)	1,271	577	830	1,021	640	1,432	4,842 (36)
CANADA.....	309,066 (2,682)	53,635	22,205	29,987	34,334	21,246	47,692	153,604 (1,346)
Male.....	194,676 (1,847)	41,425	17,335	23,005	25,023	15,057	32,825	113,651 (900)
Female.....	53,446 (835)	12,210	4,870	6,982	9,311	6,189	14,867	39,953 (445)

\* Shown in brackets. The total disability cases for 1953 represents all registers flagged as disability cases on that day, including short-time and temporary out of claimants.



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,  
OCTOBER, 1954**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,518	1,112	406	1,218	844	374	661
Prince Edward Island.....	346	224	122	305	240	65	107
Nova Scotia.....	5,619	3,282	2,337	5,348	4,387	961	1,420
New Brunswick.....	4,348	2,615	1,733	3,929	3,183	746	1,294
Quebec.....	38,083	22,037	16,046	36,790	30,341	6,449	9,594
Ontario.....	50,635	26,596	24,039	48,970	41,565	7,405	11,906
Manitoba.....	5,165	3,240	1,925	4,848	3,775	1,073	906
Saskatchewan.....	2,313	1,594	719	2,070	1,614	456	662
Alberta.....	4,697	2,868	1,829	4,464	3,432	1,032	1,146
British Columbia.....	14,885	8,293	6,592	13,800	10,972	2,828	3,717
Total Canada, Oct. 1954.....	127,609*	71,861	55,748	121,742†	100,353	21,389	31,413
Total Canada, Sept. 1954.....	109,548	60,439	49,109	101,207	90,798	19,409	25,546
Total Canada, Oct. 1953.....	123,177	74,126	49,051	113,471	91,893	21,578	30,150

\* In addition, revised claims received numbered 14,900.

† In addition, 14,608 revised claims were disposed of. Of these, 1,188 were special requests not granted, and 849 were appeals by claimants. There were 2,223 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month	Total	Employed	Claimants*
1953—September.....	3,197,000	3,085,700	111,300
October.....	3,220,000	3,100,600	119,400
November.....	3,230,000	3,076,400	153,600
December.....	3,276,000	3,037,500	238,500
1954—January.....	3,328,000	2,937,000	391,000†
February.....	3,339,000	2,844,200	494,800†
March.....	3,342,000	2,829,400	512,600†
April.....	3,317,000	2,805,300	511,700†
May.....	3,161,000	2,822,600	338,400
June.....	3,150,000	2,902,200	247,800
July.....	3,180,000	2,980,500	199,500
August.....	3,190,000	3,001,100	188,900
September.....	3,206,000	3,014,700	191,300

\* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

## F—Prices

**TABLE F-1. TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commod- ities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—December.....	115.8	112.1	125.2	110.2	117.4	116.3
Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—January.....	115.7	111.6	125.4	110.1	117.5	116.4
February.....	115.7	111.7	125.4	110.0	117.5	116.5
March.....	115.5	110.7	125.6	109.8	117.6	116.6
April.....	115.6	110.4	125.6	109.9	118.1	117.2
May.....	115.5	110.2	125.8	109.9	117.3	117.5
June.....	116.1	112.0	126.4	109.7	117.1	117.5
July.....	116.2	112.1	126.6	109.6	117.2	117.6
August.....	117.0	114.4	127.0	109.6	117.2	117.7
September.....	116.8	113.8	127.2	109.5	117.2	117.6
October.....	116.8	113.8	127.4	108.4	117.3	117.9
November.....	116.8	113.4	127.9	108.2	117.2	118.2
December.....	116.6	112.6	128.2	108.1	117.1	118.2

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF NOVEMBER, 1954**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	Nov. 1, 1953	Oct. 1, 1954	Nov. 1, 1954					
(1) St. John's, Nfld.....	103.1	103.0	102.8	100.9	107.5	101.8	102.9	103.5
Halifax.....	113.6	114.6	114.5	107.5	123.3	114.9	118.9	116.9
Saint John.....	115.9	117.6	117.5	113.4	122.6	117.9	116.4	123.0
Montreal.....	117.0	117.0	117.1	115.6	134.1	107.1	115.9	116.8
Ottawa.....	116.0	117.3	117.2	112.7	130.9	111.3	116.4	119.6
Toronto.....	117.8	118.9	118.9	111.2	143.7	110.4	116.1	119.4
Winnipeg.....	115.2	115.5	115.7	112.0	124.9	112.5	113.6	118.0
Saskatoon - Regina.....	113.7	115.2	114.8	112.5	115.0	116.4	118.4	113.0
Edmonton - Calgary.....	114.9	115.6	115.3	112.1	121.0	112.6	115.5	118.7
Vancouver.....	116.5	118.6	118.6	112.3	126.0	112.7	125.4	122.6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER, 1953-1954†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
<b>1954*</b>						
January.....	24‡	24	10,619‡	10,619	156,969	0.19
February.....	7	17	749	4,631	52,270	0.06
March.....	12	18	1,107	1,722	13,945	0.02
April.....	24	33	1,657	2,268	24,661	0.03
May.....	7	20	2,032	3,341	31,040	0.04
June.....	20	31	9,086	10,157	86,085	0.10
July.....	15	29	4,410	6,607	54,111	0.07
August.....	8	20	1,207	3,959	48,210	0.06
September.....	14	21	8,597	9,815	127,582	0.15
October.....	20	29	17,948	26,262	309,986	0.37
November.....	11	23	3,764	20,628	326,460	0.39
Cumulative Totals.....	162		61,176		1,231,319	0.13
<b>1953</b>						
January.....	14‡	14	2,136‡	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	12	20	4,479	5,405	32,998	0.04
April.....	15	22	2,854	3,626	29,180	0.03
May.....	17	30	2,740	4,752	36,067	0.04
June.....	16	31	4,809	6,452	57,300	0.07
July.....	17	32	4,653	7,399	73,898	0.09
August.....	8	22	5,038	9,031	94,578	0.11
September.....	27	41	13,499	17,012	126,306	0.15
October.....	21	45	5,778	16,312	267,623	0.32
November.....	9	41	6,366	19,366	286,643	0.34
Cumulative Totals.....	167		54,800		1,059,450	0.11

\* Preliminary figures.

‡ Strikes untermminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.



TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER 1954 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Date Began <sup>(2)</sup>	Particulars <sup>(3)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to November 1954					
MANUFACTURING—					
<i>Vegetable Foods, etc.—</i> Canning factory workers, Penticton, Kelowna, Mission City, Ashcroft and Vancouver, B.C.	5	531	12,000	Oct. 19	For a new agreement providing for in- creased wages and fringe benefits, fol- lowing reference to conciliation board unterminated.
<i>Tobacco and Liquors—</i> Brewery workers, Regina, Sask.....	1	130	1,690	July 30	For a new agreement providing for in- creased wages and other changes; terminated November 17; negotiations; compromise.
<i>Textiles, Clothing, etc.—</i> Shirt factory workers, Montreal, Que.	1	75	1,650	Oct. 7	For a union agreement providing for in- creased wages, following reference to arbitration board; untermiated.
Textile factory workers, Kitchener, Ont.	1	97	2,200	Oct. 20	For a new agreement providing for in- creased wages and fringe benefits, following reference to conciliation board; untermiated.
<i>Metal Products—</i> Farm implement factory workers, Toronto, Ont.	1	2,500	50,000	Sept. 11	For a new agreement providing for in- creased wages and other changes, following reference to conciliation board; terminated November 26; con- ciliation; compromise.
Wire cloth factory workers, Niagara Falls, Ont.	1	200	2,000	Sept. 17	For a new agreement providing for in- creased wages and other changes; terminated November 12; conciliation and return of workers pending reference to Ontario Labour Relations Board; indefinite.
Motor vehicle factory and parts depot workers, Windsor, Oakville and Etobicoke, Ont.	3	7,765	169,000	Oct. 10 Oct. 15 Nov. 15	For new agreements providing for in- creased wages and fringe benefits, following reference to conciliation boards; untermiated.
Structural steel fabricators and erec- tors, Lachine and Longue Pointe, Que.	2	1,132	21,000	Oct. 15	For a new agreement providing for in- creased wages and reduced hours from 42½ to 40 per week with same take- home pay, following reference to arbi- tration board; partial return of workers; untermiated.
Plumbing and heating equipment factory workers, Toronto, Ont.	1	(*) 736	16,000	Oct. 21	For a new agreement providing for in- creased wages, following reference to conciliation board; untermiated.
CONSTRUCTION—					
<i>Buildings and Structures—</i> Plumbers and steamfitters, Montreal, Que.	.....	3,400	15,000	Sept. 13	For a new agreement providing for in- creased wages, following reference to arbitration board; terminated by November 5; negotiations; com- promise.
Cement finishers, Toronto, Ont.....	103	280	2,800	Oct. 18	For a new agreement providing for in- creased wages, following reference to conciliation board; terminated Novem- ber 12; negotiations; compromise.
SERVICE—					
<i>Public Administration—</i> Public works employees, Wallace- burg, Ont.	1	18	450	Oct. 19	For union recognition; untermiated.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER 1954 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Date Began <sup>(2)</sup>	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During November 1954					
MINING— Coal miners, Nacmine, Alta.....	1	147	880	Nov. 8	Protesting dismissal of a worker following dispute re man-trip; terminated November 16; return of workers pending negotiations; indefinite.
MANUFACTURING— Textiles, Clothing, etc.— Hosiery factory workers, Montreal, Que.	1	60	1,380	Nov. 4	For implementation of award of arbitration board for same piece-work rates for knitters in union agreement under negotiations, instead of proposed reduction; untermiated.
Men's clothing factory workers, Montreal, Que.	1	103	515	Nov. 9	For implementation of award of arbitration board for increased wages in new agreement under negotiations; terminated November 15; negotiations; in favour of workers.
Textile factory workers, Hamilton, Ont.	1	(4) 9	35	Nov. 18	Protesting interpretation of clause in agreement re card tenders' incentive rate; terminated November 24; return of workers pending further negotiations; indefinite.
Textile factory workers, Cornwall, Ont.	2	1,545	7,000	Nov. 18	Protesting two-weeks' suspension of five workers; terminated November 26; return of workers; in favour of employers.
Metal Products— Radio parts factory workers, Toronto, Ont.	1	100	2,150	Nov. 1	For implementation of award of conciliation board for increased wages in new agreement under negotiations; untermiated.
Miscellaneous— Linoleum factory workers, Montreal and Farnham, Que.	2	1,358	14,900	Nov. 16	For new agreements providing for increased wages, following reference to arbitration boards; untermiated.
CONSTRUCTION— Buildings and Structures— Electricians, Ottawa, Ont.....		300	2,550	Nov. 18	For new agreements providing for increased wages, following reference to conciliation board; terminated November 30; negotiations; compromise.
Miscellaneous— Tunnel miners Lillooet, B.C.....	1	17	50	Nov. 4	Protesting dismissal of a worker; terminated November 9; negotiations; in favour of workers, man reinstated.
TRANSPORTATION AND PUBLIC UTILITIES— Water Transport— Stevedores, Hamilton, Ont.....	3	55	110	Nov. 2	Inter-union dispute as to bargaining agency; terminated November 3; return of workers pending decision of Ontario Labour Relations Board; indefinite.
TRADE— Dairy workers and route salesmen, Windsor, Ont.	1	70	100	Nov. 23	For recognition of new local of same union; terminated November 24; negotiations; in favour of workers.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual report.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 205 indirectly affected; (4) 300 indirectly affected.



## H—Industrial Accidents

**TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1954 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada"

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects				1									1
Struck by	8	22		25	8	23		7			1		94
(a) Tools, machinery, cranes, etc.		5		1	3	2							11
(b) Moving vehicles	2	1		3		5		5			1		17
(c) Other objects	6	16		21	5	16		2					66
Caught In, On or Between Machinery, Vehicles, etc.	3	1		3	11	3		3	1		1		26
Collisions, Derailments, Wrecks, etc.	13	8	4	6	1	13		22	9		5		81
Falls and Slips	8	3	3	8	7	28*	1	12			4		74
(a) Falls on same level		1											1
(b) Falls to different levels	8	2	3	8	7	28	1	12			4		73
Conflagrations, Temperature Extremes and Explosions		2	1		5	2							10
Inhalation, Absorptions, Asphyxiation, etc.				6	8	3					1		18
Electric Current	4	1		3	3	12	6	2			1		32
Over-exertion and Industrial Diseases	3	1	1	1	3	1					4		14
Miscellaneous Accidents											2		2
Total, Third Quarter 1954	39	38	9	53	46	85	7	46	10		19		352
Total, Third Quarter 1953	44	40	11	50	51	78	10	53	19		27		383

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1954**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture		1	3	3	5	14	1	6	6			39
Logging				3	7	6			1	20		38
Fishing and Trapping	2								2	5		9
Mining and Quarrying	2		10	1	15	7	2		5	10	1	53
Manufacturing	1				12	15	2		1	14		46
Construction	4		5	1	21	27	7	3	6	11		85
Electricity, Gas, Water Production and Supply	1	1			2	2			1			7
Transportation, Storage and Communications	1	1		1	8	15	5	2	3	10		46
Trade					4	1	2	2				10
Finance												
Service		2			2	3	3		5	3	1	19
Unclassified												
Total	14	3	18	9	76	90	22	15	30	73	2	352



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